

CAUT

Canadian Association of University Teachers

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Lobbying, immigration, strike at Laval

Political activism main subject of Board discussions

by I. Cinman

The Canadian Association of University Teachers' recent strong emphasis on lobbying governments was the major topic for discussion at the 19th Board of Directors meeting held in Ottawa at the end of October.

Professor William Zwerman, Chairman of the CAUT Committee on Relations with Government reported to some 30 delegates present that the Committee's major thrust in recent months has been to prepare a supplementary position paper on funding of post-secondary education and research in Canada. Armed with this document, which amplified the CAUT stand taken last March during a lobbying blitz conducted by the CAUT and other groups concerned with the future of higher education and research in Canada (Canadian Federation of Biological Societies, the Social Science Research Council and others) the CAUT, according to Professor Zwerman, has laid a strong foundation for further productive contacts on the Federal level with the NDP and Progressive Conservative Party caucuses.

Government looks at immigration

Professor Zwerman also reported that at the Association of Universities and Colleges of Canada meeting in Regina, held in early autumn, members of the CAUT Relations with Government Committee met with representatives from the Canadian Association of Graduate Schools, the Canadian Association of University Research Administrators and the Canadian Association of Business School Deans to consult on common problems and to determine whether

these associations wished to ally themselves with the CAUT lobbying efforts.

Professor Zwerman said that the Relations with Government Committee is also involved in closely monitoring the latest moves made by the Federal and provincial governments in the area of immigration of foreign academics to Canada.

He told the delegates that at the moment there are unsubstantiated but strong indications that the Federal government intends to instruct immigration agents not to allot to foreign academics immigration credit points to which academics have been previously entitled.

Consequently, according to Professor Zwerman, it will be more difficult for foreign academics to acquire the minimum point total necessary to qualify for landed immigrant status.

In addition, Professor Zwerman said, the Department of Manpower and Immigration will call on universities to provide evidence to substantiate their claims that qualified Canadians have been sought before filling academic posts.

Laval strike

In other matters, after an informative presentation by Professor Joël de la Nue, President of the professors' union at Laval University, during which he described the strike situation at the University, the Board voted to follow up the Executive motion of support passed last September, with a similar motion. In addition, the Board agreed to underwrite a loan guarantee fund established by the Federation des Associations de Professeurs d'Universités du Québec (FAPUQ) to

a maximum of \$10,000. The Board also authorised the Executive and the Central Office staff to advise local Faculty Associations across Canada of the details of the Laval strike and urge local associations to make direct financial contributions to the strike fund. The Board also urged individual faculty members to make direct personal contributions to the Laval strike fund.

CAUT Collective Bargaining Officer, Ian McKenna, reported to the Board on collective bargaining activities at universities across the country, including progress towards certification made at Acadia University, St. Thomas University, University of Moncton, York University, the University of Windsor, University of Saskatchewan and the University of Regina.

Status of women

Secretary of the CAUT Committee on the Status of Women, Dr. Donald Savage, told the delegates about recent regional meetings of the corresponding members of the Committee. He outlined the continuing concerns of the Committee in the areas of providing adequate maternity leaves, equal pension pay-outs for women faculty, and continuing efforts to correct existing salary anomalies.

Dr. Savage pointed out that the Committee was engaged in preparing a submission to the Federal government on the proposed Federal human rights legislation. He said a position paper outlining CAUT concerns has already been presented to the Ontario Human Rights Commission. Ontario is considering revising certain sections of its legislation, and CAUT suggestions urge the elimination of

discrimination based on family relationship, sexual orientation and political preference.

Dr. Victor Sim, CAUT Executive Secretary, reported on the first meeting of the Committee on Professional Librarians held in late August. According to the Professor Sim, the Committee's main activities are aimed at informing university librarians of the CAUT activities on their behalf. The committee will also be seeking to obtain library privileges at universities across the country for retired professors who moved to another academic community in Canada following their retirement.

The presentation of the draft budget for the next academic year prompted a discussion about the current level of CAUT membership fees.

Delegates from the West expressed the view that the current level of CAUT fees was too low and should be increased to cover such items as CAUT regional offices, while the Treasurer, Professor Robert Hanrahan, urged budgetary restraint.

Finally, the Board ratified a number of nominations for positions on certain CAUT Committees. Professor Michel Campbell (Theology, Université de Montréal) was nominated to serve on the Committee on Academic Freedom and Tenure for a three-year term. Professors John McCamus (Law, York University), Mary Maxwell (Sociology, Queen's) and Christine Piette-Samson (History, Laval) were nominated to serve on the Status of Women Committee; Professor D.P. Jones (Law, McGill) was added to the Income Tax Committee, while Professor Nora Losey (Mathematics, Manitoba) was voted to serve on the Economic Benefits Committee.

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Prof. David Braybrooke, CAUT past-president, makes a point, while Prof. James Stevens (right), Chairman of the CAUT Committee on Academic Freedom and Tenure, looks on. See page one for story on CAUT Board meeting held in Ottawa in October.

Lettres Letters

"Two-Tier" System Lacked Merit

Dear Sir:

Jack Ord's report in the September issue of the C.A.U.T. Bulletin illustrates an unfortunate tendency in some areas of labour relations, one that appears now to have infected the university scene — an unshakeable belief that one's view is "right", indeed the only "right" view, and everyone with opposing views is wrong.

Although I have great respect and affection for the late John Deutsch, I find Jack Ord's explanation for the failure of the "two-tier" proposal so far-fetched as to be comic, if it were not also harmful. Did it ever occur to Jack Ord that perhaps the plan failed not because of John Deutsch's "enormous influence" but because the plan was fundamentally unsound and many others so perceived it?

I have discussed the "two-tier" system with many colleagues both here and on other campuses. The majority were unaware of John Deutsch's views, and opposed the proposal because of its lack of merit. Many of us believe it would have created the University of Ontario through a process of homogenization and destruction of local autonomy without one iota of increased bargaining power for university teachers. It would have produced nothing extra in funding, security or academic freedom. When the hysteria of the moment subsided,

most people realized this. I hope that Jack Ord will now do the same.

I agree with him that redundancy firing is no solution to financial exigency. There is no surer road to the destruction of an academic community than firing staff on that basis. I would urge him to continue his work at persuading his colleagues to recognize this peril.

D.A. Soberman
Faculty of Law,
Queen's University

Petty Larceny

This letter was addressed to Dr. R. Begg, President of University of Saskatchewan.
Dear Sir:

The sum of \$88.00 has been deducted from my October salary cheque without the courtesy of an explanation.

Presumably this is the result of my action in support of the CLC Day of Protest on October 14. I must point out however, that my contract with this university allows for the salary of \$22,130 for the year July 1, 1976 to June 30, 1977, without reference to particular days or months. The appropriate sum should therefore have been \$62.00 not \$88.00 and I can only regard the withholding of the additional \$26.00 as an act of petty larceny.

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Carleton University Vice-President (Academic)

Interested persons are invited to propose names or to apply, preferably with a statement of support or curriculum vitae, for the position of Vice-President (Academic) of Carleton University.

Some of the duties of this position are:

- Consulting with and advising the President on the academic affairs of the University.
- General responsibility for and supervising such academic operations of the University as assigned.
- Replacing the President in his absence and serving as the senior University representative as requested.
- Presiding or serving as a member of appropriate senior University committees.
- Promoting the improvement of learning and teaching and the development of research at the University.

Nominations and applications should be sent by December 22, 1976 to:

The Secretary
Advisory Committee to the
President on the Selection
of a Vice-President (Academic)
Room 607
Administration Building
Carleton University
Ottawa, Ontario
K1S 5B6

HIGHER EDUCATION IN CANADA

Conference sponsored by the Faculty of Education, University of Manitoba as part of the Faculty's contribution to the commemoration of the University of Manitoba's centennial year.

Sessions will cover subjects of interest to the Canadian academic community and related private and public agencies.

The following subjects are scheduled for discussion:

Higher Education in Manitoba: 1877-1977.

Institutional Histories: Dalhousie, Laval, Manitoba.

The Changing Role of the University Administrator and Professor.

Post-Secondary Commissions

Contemporary Issues: Finance, Nationalism, Official Languages.

For more information, names of session participants and registration brochures, contact:

Alexander Gregor or
Neil McDonald
Faculty of Education
University of Manitoba
Winnipeg, Manitoba R3T 2N2

Fragmentation of education forseen if Ottawa opts for tax transfers

by I. Cinman

If Canada is to avoid Balkanization of its higher education structure, the upcoming debate on the transfer of federal funds for funding post-secondary education, university-based research and the restructuring of research councils should be widened before final decision is brought down.

Professor Jill Vickers, President of the Canadian Association of University Teachers said recently that in order to develop a coherent policy on research and university funding, Canada needs to establish a Royal Commission to examine the role higher education is to

play in the next twenty years. The education boom of the sixties is over, Professor Vickers said, and there exists a real need to investigate how Canada's university establishment — students, academics and administrators, as well as provincial governments and Ottawa, intend to cope with a steady state situation.

This and other subjects were the main points of discussion at the meeting last month in Ottawa between a delegation of academics (Professor Jill Vickers, CAUT President; Professor Gordon Jones, CAUT Vice-President; William Zwer-

man, Chairman, CAUT Committee on Relations with Governments; Michael Brian, member of CAUT Executive; Donald Savage, CAUT Central Office; Jan Loubser, Executive Director of the Social Science Research Council; and John Cowan representing the Canadian Federation of Biological Societies) and members of the Progressive Conservative Caucus (Flora MacDonald — Kingston and the Islands; Walter Dinsdale — Brandon-Souris; Bruce Halliday — Oxford; Paul Yewchuck — Athabaska; James McGrath — St. John's East; James Gillies — Don Valley; Lincoln Alexander — Hamilton West; and James Hawkes, Program Director for Joe Clark, the PC Leader.)

Regional disparities

The funding mechanism proposed by the Federal government to replace the current system of grants to provinces and granting agencies emphasizes the transfer of tax points as a source of university and research funding. If applied, it would result in creating regional disparities in the education sector.

The system, Professor Vickers said, would foster a situation where some areas in Canada would provide Canadians with quality education, while elsewhere, higher education would be of limited effectiveness.

To offset *ad hoc* measures resulting in regional education disparities, a forum delineating aims and potential performance of higher education is needed. Moreover, such a forum should be accessible to all concerned groups and organizations, unlike the present Council of Ministers of Education, which conducts its deliberations in secret and allows limited input from interested groups.

Professor Donald Savage told Caucus members that the best way to approach the examination of the future role higher education is to play in Canada as well as new ways to direct funds for research is to extend the present system of grants to universities and research organizations as part of the Federal Fiscal Transfer Act for another year (since the current agreement expires in March), strike a Royal Commission to investigate the broad

question of higher education, and then based on the findings and recommendations, present a coherent, long-term program for the future.

In comparison with other developed countries, Canada's recent record in funding long-term research projects is deplorable. Research funds have been drying up, and the level of uncertainty among Canada's scientific community is such that skilled personnel and researchers are fleeing the country.

The solution, according to John Cowan of the CFBS, is to define national goals in respect to Canada's research capabilities, restore funding at least to the level of 1970 in terms of purchasing power, and perhaps peg the level of research funding to either the GNP or the national budget so that the kind of stability necessary to establish ongoing research is achieved.

Fads decide priorities

"At the moment," Professor Cowan told the Caucus, "research projects are turned on and off like a faucet and the scientific community is forced almost to base its research needs on what is currently considered fashionable. Scientists go from one fad to another in acquiring the necessary funds."

Nor is hard science the only area suffering from fiscal woes and lack of forward-looking planning on the part of the government.

Jan Loubser of the Social Science Research Council complained bitterly about the government's refusal to consider or act on a ten-year lobbying effort to establish a separate granting agency for the social sciences. Dr. Loubser also favours the creation of a national forum on higher education and research goals.

For their part, the MPs found the CAUT presentation informative and long overdue. There has been little cooperation or exchange of valuable information between working academics and elected representatives, and, according to Flora MacDonald, both groups have suffered from this lack of communication.

Lost in the shuffle

She cautioned, however, that now that the need to work out the intricate details of funding post-secondary education and research have surfaced, they have emerged as part of a larger issue — the re-negotiation of the fiscal transfer act — and the much broader constitutional issues. "For the first time these problems are being discussed in a broader context and the solutions put forward by your organizations as they relate to post-secondary education and research may well get lost in the shuffle," MacDonald said.

"To be effective, your associations must try to overcome certain difficulties in addressing the upcoming debate on federal-provincial relations and funding of higher education. The people and the press have no idea of the complexity and the magnitude of the decisions that will have to be made in the transfer debates."

The meeting was one in a series organized by the CAUT and other members of the consortium to inform MPs about issues of pressing importance to the Canadian academic community. A similar meeting was held with members of the New Democratic Party in March 1976.

It is hoped that such meetings will facilitate future access to those individual MPs who have special interest in areas related to higher education and research.



Dr. Donald Savage, CAUT Professional Officer (center), presents the CAUT brief on Federal funding of post-secondary education and university research to Paul Yewchuk, Conservative MP for Athabaska (left) and Lincoln Alexander, Conservative MP for Hamilton West.

Letters from p. 2

I find it saddening to reflect that my final year of nearly a quarter century of service to this community of scholars dedicated to the disinterested pursuit of truth should be marred by such a sordid act of dishonesty by those who direct its policies, but shall find consolation in the thought that it is, after all, more in harmony with your way of life than with my own.

Keith Sutherland
College of Education,
University of Saskatchewan

Faculty purchasing power eroded

Dear Sir,

I am writing in regard to the article "Running Faster and Falling Behind" by Mark Thompson which appeared in the September issue of the CAUT Bulletin.

At the beginning of the article Professor Thompson notes that faculty salaries over the past five years have lost some 2.4% in real terms, his calculations based on the use of yearly average salaries compared with increases in the Consumer Price Index. In actual fact the situation is more distressing than this figure seems to indicate. Built

into average salary figures are the career progress increments, awarded as promotion, not as a counter against increases in the cost of living. The question that should have been posed is how have the scale increments over the past five years fared against inflation? The answer is they have fared badly and the loss in purchasing power is more realistically something in the neighborhood of 10%.

I would like to point out what I believe to be an error in Table 13. The formula quoted for associate professors in Ontario indicates (because of the negative sign) that the average salary for an associate professor decreases with increasing size of the institution. This is not correct, as the data in Table 10 indicate. There is as well a more fundamental problem with these formulae, at least for Ontario. (I didn't check the other regions but I suspect the same comment applies) in that they do not give an accurate representation of the situation. The scatter in the salary data precludes a linear fit to that data with any degree of accuracy and I would caution people against using the formulae as exact indicators.

P.A. Speight
Executive Associate
(OCUFA)

No tenure quotas at Manitoba

Dear Sir,

The article entitled "Manitoba Response to Financial Stringency — Flexibility" which appeared in the September issue of the CAUT Bulletin has caused some anxiety among my colleagues at the University of Manitoba. The reason for this is not because of inaccuracies within the article itself, but because the lack of an appropriate introduction to put the events in their clear historical perspective, leaves the impression that tenure quotas are still in effect at the University of Manitoba.

I wish to assure your readers that this is by no means the case, and that since the Rosenbluth committee report in 1972, a number of strides have been made at the University of Manitoba to preclude the further use of tenure quotas. Of particular note are the provisions within our Collective Agreement that stipulate the use of the different types of full-time appointments, and the procedures to be followed in the event of a financial exigency. Indeed I believe that the provisions we negotiated during Summer 1975 served as the basis for the exigency clause in the Carleton collective agreement as described in the same issue of the CAUT Bulletin.

Martin W. King
President,
University of Manitoba
Faculty Association

An extra-university: the Council for National Academic Awards

Quelque 50,000 étudiants, soit le cinquième environ des étudiants des universités (exclusion faite de l'Open University), préparent actuellement un grade en Grande-Bretagne.

Dans cet article, le Pr Bramwell fait l'historique du **Council of National Academic Awards**, de ses origines comme **National Council for Technological Awards** à son statut actuel comme organisme subventionnaire qui assure une vaste gamme de possibilités de formation aux étudiants en dehors du système d'enseignement supérieur traditionnel en Grande-Bretagne.

Le Pr Bramwell examine l'idéologie qui a présidé aux débuts du CNA, la qualité de l'enseignement offert par le Conseil, les structures de son action et les effets que les mesures instituées par les gouvernements successifs ont exercés sur son oeuvre.

by R.D. Bramwell

Outside universities of any kind in the United Kingdom there are today some 50,000 students working for degrees. This is about one-fifth of the student population of the universities, excluding the Open University. One may well ask how this is possible in a country which has always thought so highly of its universities and accorded them such prestige and power. The answer is to be found in the invention of a new institution, the Council for National Academic Awards, or CNA for short.

The Council was founded by Royal Charter in 1964 to replace and extend the work of the former National Council for Technological Awards. As its

Charter and Statutes explain, it is designed to "provide academic awards and distinctions" for students studying in the United Kingdom "who have successfully pursued courses of study at educational establishments other than universities". This statement of purpose immediately raises two proximate and one ultimate question. Which educational establishments and which courses of study does it refer to, and, ultimately, why was it desirable to found such an institution at all?

Polytechnics established

The bulk of the establishments referred to are polytechnics, but others like Colleges of Art, Colleges of Education (formerly Training

Colleges for Teachers) and Colleges of Technology may also be involved. In effect, any educational establishment which has already taught or could reasonably expect to teach a subject or group of subjects up to first degree standard may ask CNA to approve it within the terms of the Charter and Statutes. Whether CNA will approve it and for what subjects in its total curriculum depends upon its ability to give satisfactory answers to a number of questions. Of these, one is crucial — does the establishment overall offer a suitable environment and ambiance for a body of students working for first degrees or for some equivalent qualifications? Teaching facilities apart, are its common rooms, residential quarters and recreational provisions suitable for such students? Further, have those students reasonable representation on governing and academic boards which regulate its life, academic and social?

Once its *prima facie* case for recognition is accepted by the Council, an establishment must proceed to describe and justify the structure of any proposed degree, and provide detailed syllabuses for all courses, whether compulsory or optional, which may be part of that degree. Faculty involved together with their

qualifications must be identified, and the establishment must show where necessary, what laboratory, workshop and library facilities it can offer to support teaching for the degree. Armed with this information, the Council will then empanel appropriate subject boards many members of which are likely to be university teachers. In time the boards will visit the establishment to discuss their submission with members of faculty concerned. At this stage the boards may recommend one of three courses — that CNA accept the proposals as they stand, reject them outright, or accept them with specified modifications to staff, design or facilities. If the proposed degree is finally approved, the establishment may teach for it without interference, except that the Council will monitor final examinations. All courses approved — and many are rejected — are subject to quinquennial review.

Degrees similar to university

By the terms of its Charter, the Council's degree must be comparable in standard to those awarded by British universities. They are respected as such by professional associations, employers and universities for purposes of membership, employment in certain categories, and entry to higher degrees. However, emphasis in a degree course approved by the CNA is quite likely to differ from that in its equivalent as offered in a university, since the CNA has encouraged the development of prac-

Cont'd on p. 5.

Amnesty International



Set them free

by Jean Sonnenfeld

Parts of this article were written before publication date. Certain production and mailing problems resulted in a delay in publication and delivery and permitted to add an update to the events described in the article.

Vladimir Bukovsky, 34, Soviet dissident scientist, has been released last month by the Soviet Government in exchange for jailed leader of the Chilean Communist Party, Luis Carvalan.

Bukovsky and Carvalan were taken from prison in their respective countries and flown to Switzerland where they were set free.

Bukovsky, his mother, sister and critically-ill nephew, were flown from Moscow on a special flight. He plans to visit England soon and then will accept an offer to study at Leiden University in Holland.

Carvalan arrived with his wife on a regular flight from Santiago and flew on from Zurich to Moscow on the same aircraft which brought Bukovsky. Carvalan was imprisoned by the military junta led by General Augusto Pinochet following its toppling of the Government of President Salvador Allende in 1973.

The exchange is viewed by many observers as unprecedented, since the Soviet Government always strenuously denied Western and Soviet dissident claims that political prisoners exist in the Soviet Union.

The Official Soviet news agency, TASS, reported that Carvalan's release was brought about as a result of "the pressure of world public opinion", led by the Soviet Union. It said that the Soviet Government offered Carvalan its "full hospitality". The report did not, however, mention the arrangements that traded Carvalan's freedom for that of Bukovsky. (Editor)

Vladimir Bukovsky, was the first person to let the West know about the misuse of psychiatry in his country. In 1971 he made public the fact that dissidents like himself — all advocates of freedom of speech and belief — were "treated" in mental hospitals. Foreign newspapermen received from him a large dossier of documents on the subject including about ten official diagnoses on different dissidents. These included Grigorenko, Natalya Gorbanevskaya, Victor Fainberg and Kuznetsov. The wording of these diagnoses, which included phrases like "reformist delusions", describing supposed symptoms of mental illness, clearly showed that medicine was being used as a veiled form of political repression.

While in prison camp himself, Bukovsky collaborated with a fellow prisoner, psychiatrist Semyon Gluzman, in writing *A Dissident's Guide to Psychiatry*. Through the presentation of many forensic examinations, as well as the necessary basic psychiatric theory, the book summarized how a dissenter should behave if the KGB sent him for a psychiatric examination, so that the KGB would have the least possible grounds for declaring him mentally non-responsible.

A minority of prisoners of conscience are sent by the courts not to camps or exile, but to indefinite internment in psychiatric hospitals. They have to

live among genuinely deranged and often violent inmates. Many dissenters are forcibly "treated" with huge doses of powerful drugs.

Bukovsky gained much of his knowledge during his own repeated imprisonments. He was first arrested in 1963 for possessing the book *The New Class* by the Yugoslav ex-Communist, Milovan Djilas. He was certified insane and was held in a psychiatric hospital for 18 months. On his release he denounced his jailers and was sent back to the mental ward for six months. In 1967, after his further protest, he was sentenced to three years in a labour camp.

Out in 1970, he was arrested in 1971 for co-authoring *A Dissident's Guide to Psychiatry* and for publicizing abroad the misuse of psychiatric treatment. After a psychiatric examination he was declared sane, but was tried and convicted for "anti-Soviet propaganda and agitation". He spent the first two years of his sentence in Vladimir prison, where both food and medical treatment are notoriously poor. Then he was sent to a Perm camp in 1973, where he spent several months in a punishment cell. He was at Vladimir prison when the exchange was about to take place.

Before the exchange he had one more year to serve before retiring to a strict regime colony for the next five years, to be followed by five years in interior exile.

This space has been made available to Amnesty International by the CAUT as an indication of support by the CAUT of the aims of Amnesty International. Support of particular cases is a matter of individual conscience on the part of CAUT members.

For readers' information: the AI Secretariat has the following vacancies:

Documentation Assistant - should have had some previous experience in documentation work, preferably within a large organization. Good working knowledge of one language other than English essential, plus reading ability in a second language. Ability to work on own initiative essential, typing an advantage. Salary 3276 pounds per annum.

Committee Assistant - to work in Secretary General's office. Duties will include preparation of agendas and relevant documents, minute taking and follow up on decisions taken. Applicants should ideally have had experience of working with committees at a high level together with excellent shorthand/typing skills. Salary 3276 pounds per annum.

Deputy Secretary General - responsible to the Secretary General and the International Executive Committee for maintaining the highest standards of accuracy, impartiality and judgment in Amnesty's action for the protection of specific human rights. The post requires an experience of international affairs and organizations and a broad knowledge of political, economic and legal situations in different parts of the world, together with a good record of administrative and organizational ability. Fluency in at least one language other than English and willingness to travel essential. Salary approximately 5400 pounds p.a.

Interested applicants are advised to contact Caroline Reeson, Amnesty International, International Secretariat, 53 Theobald's Road, London WC1X 8SP, England.

Saskmedia Negotiations Stalemated

by Ron Lowe

For more than two years, the Saskatchewan Association of Artists and Educators (SAAE) has been attempting to negotiate with Saskmedia over working conditions and remuneration of its members engaged in the preparation, production and distribution of audio-visual

educational material. The SAAE is a consortium composed of the CAUT, the Saskatchewan Teachers' Federation, faculty associations at the University of Saskatchewan and Regina, as well as ACTRA, the Association of Television and Radio Artists.

Organizations similar to the SAAE have been formed in Alberta and On-

tario to negotiate with ACCESS and OECA respectively. This past summer, negotiations produced second agreements on writers and performer-educators, while progress with Saskmedia has stalemated. Repeated attempts to meet with representatives of Saskmedia or its governing authority have not produced a willingness to commence negotiations. The Minister of Education, the Honorable Ed Tchorzewski was recently advised of the situation by members of the SAAE and has been asked to intervene.

Because of Saskmedia's reluctance to negotiate with the SAAE, the consortium has asked its members not to make free-lance contractual

relationships with the Corporation. Members of consortia in other provinces have also been asked to avoid contractual links with Saskmedia until writer and performer-educator agreements have been successfully concluded.

In supporting the SAAE, the CAUT Board at its October meeting passed a motion urging the Saskatchewan Minister of Education to intervene to bring about negotiations between the two parties on an acceptable agreement covering performers, writers and educators in Saskatchewan.

This motion was transmitted to the Minister of Education. Attempts to commence meaningful negotiations with Saskmedia will continue.

CNA... Contd' from p. 4

tical and vocational degrees often related in two ways to the needs of local industry and commerce. Firstly, many of the courses are so-called "sandwich" courses in which theory and practical "on-the-job" experience are intercalated. A common pattern is to offer a year of theory followed by a year of practice and two further years of theory. Secondly, CNA may approve degrees in subject areas apparently unacceptable to the universities. These degrees (Engineering Geology, Construction and Environment, Nautical Science, Textile Technology, etc) are likely also to be "flexible" in that they may provide for "odd" combinations of courses across faculties. A student in Textile Technology may, for example, be able to take some courses in fabric design in a faculty of fine arts, or in accountancy in a faculty of business studies. Courses under the same title may differ considerably from region to region as faculties approved in the establishments and as local demands vary. In effect, each establishment produces its own version of a course, and the Council issues an annual *Compendium of Degree Courses* to help students make well-considered choices.

Why was it apparently desirable to found such an institution as the CNA? The Robbins Report on *Higher Education*, published in 1963, had forecast a greatly increased demand for higher education at the same time as the government was facing a need to freeze or reduce public expenditure. Why then — so ran the argument — expand the universities or found new ones when other institutions of so-called higher education already existed? The first answer to the question was therefore partly economic, partly social. The second answer was undoubtedly political. In a widely reported speech, delivered in Woolwich in 1965, the Labour Minister of Education, Mr. Anthony Crossland foreshadowed the development of a *binary* system of higher education in the United Kingdom. "Let us", he told an astonished audience, "move away from our snobbish, caste-ridden, hierarchical obsession with university status".

Up to that time, no public figure had even speculated that an expansion of higher education could be based other than upon the universities, though the Robbins Report had suggested as much. Now the question was finally in the open — should the largely

autonomous university be the *only* model for a maturing or mature institution of higher education? Should there not also be another, more directly under public control, as the polytechnics and colleges certainly were? Perhaps the creation of the CNA was answer enough!

Government policy

In the decade which has followed Mr. Crossland's speech, successive governments, whether Labour or Conservatives have confirmed and strengthened the *binary* policy. The charitable among us will assume that those governments have indeed had sound reasons for raising the status of polytechnics and colleges by making it possible for them to offer at least some among their courses for degrees. By doing this, those governments may to some extent have achieved another conceivably desirable social and economic goal — that of raising by a kind of "halo effect" the standing of terminal *technical* qualifications other than degrees offered by polytechnics and colleges. The less charitable among us will look the other way, and wonder why the universities were not further developed. Was it perhaps because they were prepared to expand only on their own terms? As partly autonomous "private" bodies, did they insist on more generous terms than the polytechnics in the locally-controlled "public" sector could do — more generous staff/student ratios, more residential places, and *pro rata*, increases in funds for research, for example? Was it perhaps — as Mr. Crossland suggested — because the universities, by tradition dedicated to the disinterested pursuit of truth, were thought to be out of touch with the immediate cares and concerns of the modern world? Could it have been that what was considered a privileged, *elitist* system would no longer do for the world of today? Not infrequently, society finds it easier to shape new institutions than to transform its old ones.

Professor Bramwell teaches Education at the University of Calgary.

Jean Brown rides again as contract administration discussed

A seminar on contract administration, organized by the Canadian Association of University Teachers was held at the University of Manitoba in early November.

Participants in the conference came from faculty associations at the University of British Columbia, the University of Calgary, the University of Regina, College St. Boniface, University of Manitoba, Lakehead University and Carleton University in Ottawa.

The two-day conference program included a film presentation of the preparation and advocacy of an actual grievance, lectures, discussions and a mock arbitration case prepared and presented by the participants.

The lecture sessions were presented by Professors Bernard Adell and Ken Swan from the Faculty of Law at Queen's University, Professor Lee McCaughey, Faculty of Law, University of Ottawa, and Professor Roland Penner, Faculty of Law, University of Manitoba. All are current members of the CAUT Collective Bargaining Committee.

The lectures focused on the techni-

ques of informal settlement of grievances, interviewing of witnesses and case presentation to Boards and tribunals.

Also covered were basic rules of evidence and procedure and rules of contract interpretation. The subject matter was relevant to both certified and uncertified forms of collective bargaining.

The mock arbitration case was episode two in the continuing saga of Dr. Jean Brown, who, as an avant-garde assistant professor of African History at Red River University, crossed (s)words with arch-villains Dean Green and Chairman Snow over their denial of her promotion.

All three adjudicators agreed with Dr. Brown's lay counsel that she has had a raw deal but cited different administrative atrocities as their grounds for reversing the decision not to grant promotion. A number of participants dizzily departed from the proceedings with serious cases of *déjà vu*.

A third and final program is planned for the new year in the Atlantic provinces. It is intended that the pilot seminars will be forerunners of a packaged training program on contract administration for use within member associations.

Collective Bargaining

This table indicates the state of collective bargaining at CAUT member faculty associations and CAUT affiliates across the country. It includes the three categories recognized by the CAUT Collective Bargaining Committee - certification, voluntary recognition under a labour act and a private contract involving arbitration of disputes.

University of Cape Breton	Voluntary recognition. (First agreement signed)
St. Mary's University	Certified (third agreement signed)
Acadia	Certified (bargaining)
Moncton	Certified (bargaining)
St. Thomas	Certified (bargaining)
Montreal	Certified (first contract signed)
Sherbrooke	Certified (first contract signed)
Laval	Certified (on strike)
Carleton	Certified (first contract signed)
Ottawa	Certified (first contract signed)
York	Certified (first contract signed)
Toronto	Private contract (bargaining)
Windsor	Certified (bargaining)
Algoma	Certified (bargaining)
Manitoba	Certified (second contract signed)
Regina	Before Labour Relations Board
Saskatchewan	Before Labour Relations Board
Alberta	Private contract (signed)
British Columbia	Private contract (signed)
Institut Polytechnique	Certified (third contract signed)
Institut Armand Frappier	Voluntary recognition (third contract signed)
Faculté d'ingénieurs (Sherbrooke)	Certified (third contract signed)

Western Report

Ron Lowe (CAUT Edmonton)

Western Regional Meeting

Faculty Association delegates from British Columbia, Alberta, Saskatchewan and Manitoba convened in Winnipeg, October 21-23 for the yearly regional conference. The meeting provided an excellent forum in which to discuss specific problems as well as issues of mutual concern.

For the first time, the administrative assistants and secretaries of faculty associations were invited to attend a meeting to discuss local problems as well as relationships with CAUT. The meeting was coordinated with the assistance of Mrs. Ida Townsend, Business Manager from CAUT's national office, and Mrs. Denise Beley, Executive Director of the University of Manitoba Faculty Association.

Corresponding members of CAUT's Status of Women Academics Committee from each faculty association also met in Winnipeg to discuss activities of the past year. The local representatives also reported on the progress and/or problems associated with resolving concerns such as discrimination, maternity leave and salary anomalies. Representatives from Manitoba's Human Rights Commission were also in attendance.

One of the major items discussed at the meeting was the future of CAUT's Western Office, presently located in Edmonton. Both the Eastern and Western Regional Offices were established for a trial period of three years, expiring in the spring of 1977. A consensus generally favourable to continuing the Western Office emerged from the discussion, and a motion to that effect was forwarded to the CAUT Board.

Collective bargaining activities and the results of 1976-1977 salary negotiations were discussed with interest. Dr. Ron Levesque, CAUT's Research Officer, was also present, leading an informative question and answer period on the effects of rulings by the Federal Government's Anti-inflation Board.

Other serious concerns discussed at the meeting included the increasing use of limited-term appointments by universities attempting to gain "flexibility" and relationships with provincial governments. The Hon. David Orlikow, NDP member of Parliament for Winnipeg, spoke to the delegates on the subject of relationships with governments at all levels. A discussion ensued on the subject of support for higher education by governments and the general public.

The 1977-78 Regional Conference will be held in British Columbia.

Alberta

During the month of October, the Confederation of Alberta Faculty Associations (CAFA) sponsored a dinner meeting for Presidents of the four Alberta universities, Chairmen of Boards of Governors and Presidents of the faculty associations. The meeting was successful in setting a climate for discussions between the parties on areas of disagreement, as well as areas of mutual concern. Similar meetings of this nature are planned for the future.

At the University of Lethbridge, the Anti-inflation Board has rolled back the 1976-77 salary increases which were determined by an arbitration award. The arbitration award had provided for salary increases ranging from 13% to 17.5%, depending on rank. However, the AIB ruled the maximum increase (excluding increments) could be only 8% or \$2,400.

Saskatchewan

The Saskatchewan Labour Relations Board has commenced its hearings on the application for certification by the faculty associations at the University of Regina.

The faculty association at the University of Saskatchewan has presented part of the evidence in its application for certification and hopes to be advised of the LRB decision sometime this month.

Manitoba

The Anti-inflation Board has yet to rule on the recent arbitration award at the University of Manitoba. However, at Brandon University, the AIB has rolled back the 1976-77 settlement to approximately 9.8%. In so doing, the AIB eliminated a "parity" increment designed to bring salaries in Brandon into line with salaries at other Western Canadian universities. Regular increments were also reduced from \$750 to \$500.

Echos d'Ottawa

Jill Greenwell (ACPU)

Collaboration entre l'ACPU et l'AUCC

L'ACPU et l'AUCC, réunies à Regina le dernier mois, sont convenues de collaborer dans la présentation de vues aux gouvernements touchant le financement de la recherche et l'établissement d'un programme d'échange d'universitaires afin de permettre aux professeurs, devant la perspective d'une contraction du marché de l'emploi, de passer à d'autres institutions du pays pour une ou deux années afin d'étendre leur expérience.

Il s'est tenu de semblables discussions sur une possible collaboration avec des représentants de l'Association canadienne des écoles d'études supérieures, de l'Association canadienne des administrateurs de la recherche universitaire et du Conseil des doyens des facultés de gestion et d'administration commerciale. Il y a eu accord provisoire de collaboration dans les domaines du financement de la recherche et en ce qui concerne la législation proposée relative à la restructuration des conseils subventionnaires de la recherche.

Possibilités sabbatiques offertes par les conservateurs

Le parti conservateur-progressiste invite les professeurs d'universités canadiennes en instance de congé sabbatique d'effectuer des recherches pour son compte. Le parti est prêt à prendre en considération toute proposition portant sur la politique gouvernementale et les candidats heureux auront plein accès aux moyens de recherche du parti, à la Bibliothèque du Parlement, etc. Pour plus amples renseignements, communiquer avec M. Jim Hawkes, Directeur des programmes, Cabinet du chef de l'opposition, Porte 709, Édifice central, Chambres des Communes, Ottawa.

Comité fédéral-provincial de la recherche universitaire

Le MEST et le Conseil des ministres de l'Éducation ont récemment annoncé la formation du Comité canadien du financement de la recherche universitaire. Le nouvel organe, première oeuvre coopérative de ces deux organismes, a été établi à cause du besoin à long terme d'assurer la liaison et l'harmonisation des mesures relatives à la recherche universitaire. Le Comité va étudier les besoins et priorités d'ordre national de la recherche, établir des recommandations d'ordre politique touchant le financement de la recherche universitaire et faire rapport aux gouvernements fédéral et provinciaux. Il a aussi été autorisé à créer, au besoin des sous-comités chargés d'étudier des questions spéciales connexes à la recherche. Le Comité de 20 membres, présidé par M. J.-M. LeClair, Secrétaire du MEST, comprendra neuf personnes nommées par le fédéral, y compris les présidents des trois conseils subventionnaires de la recherche, et 10 représentants provinciaux, y compris les sous-ministres chargés de l'enseignement, les présidents et recteurs d'université et des représentants des conseils ou commissions universitaires. Il y aura un équilibre régional dans le contingent provincial.

Rencontre du consortium avec le caucus conservateur.

Des représentants de l'ACPU, de la FCSB et des deux conseils subventionnaires, le CRH et le CRSS, se sont réunis avec des membres du caucus conservateur à Ottawa le 28 octobre pour échanger des vues sur le financement de l'enseignement postsecondaire et de la recherche universitaire et sur l'éventuelle restructuration des conseils subventionnaires. C'était la deuxième d'une série de réunions avec les caucuses fédéraux (une semblable réunion avec le NPD a eu lieu en mars 1976).

Rencontre de la collectivité universitaire sur la recherche

Des représentants de divers organismes intéressés par la recherche (Société canadienne de l'investigation clinique, ACPU, CRH, CRSS, SCITEC, etc.) vont rencontrer des députés fédéraux dans le cadre d'une réunion de deux jours organisée par la FCSB, les 7-8 décembre, à Ottawa. Les participants vont presser le gouvernement de rétablir le pouvoir d'achat du financement de la recherche au niveau de 1970-71 et d'en maintenir la stabilité financière en indexant les allocations budgétaires et vont aussi lui démontrer qu'il est primordial d'instituer une politique scientifique nationale. Les divers organismes se sont dits prêts à aider à déterminer les priorités de la recherche une fois que le gouvernement se sera engagé lui-même à maintenir le financement de la recherche à un niveau viable.

Parlementaires et scientifiques établissent un forum des sciences.

La réunion inaugurale d'un comité mixte de députés, sénateurs et scientifiques, organisée par l'Association de la collectivité scientifique, technique et technologique du Canada (SCITEC), a eu lieu le 16 novembre à Ottawa. Objectif: assurer un dialogue permanent entre la collectivité scientifique et les parlementaires afin de familiariser ces derniers avec les questions d'ordre scientifique impliquées dans les projets de loi. L'Option nucléaire du Canada était la première question d'une série de forums tenus sur une variété de sujets pressants où des connaissances scientifiques et techniques sont essentielles. La réunion était coprésidée par le sénateur Maurice Lamontagne et M. Peter Forsyth (président de SCITEC).

Positive results product of vocal pressure, say delegates

by Derek Lawrence
(CAUT Atlantic Regional
Director)

For two days the Hôtel Beauséjour in Moncton was invaded in early October by delegates to the Eastern regional meeting of Corresponding Members of The Committee on the Status of Women Academics and the meeting of MCUFA/CAPUM conferences, representing the faculty associations/unions of the Atlantic Provinces.

The Hôtel Beauséjour was chosen to host these meetings rather than the University of Moncton because, the latter institution is presently under the first stage of CAUT censure.

The Status of Women Academics meeting studied the wide variety of ways in which Universities discriminate against their women academics, and delegates discussed some of the remedies being sought on local campuses and by national CAUT committees. While most university administrations would claim that, on the basis of their own analyses of salaries and fringe benefits, there is no discrimination on the basis of sex, interested faculty groups found exactly the opposite to be the case: many anomalies had been discovered in the salaries paid to men and women faculty with the same qualifications and similar teaching experience. But positive results can be obtained on those campuses which have active, vocal pressure groups working on behalf of the "underprivileged". Witness the successes at Moncton where 32 women academics were found to be underpaid, and adjustments to their salaries have now been made. Other unfair practices include the payment of higher premiums for health care; married women being treated as single for purposes of calculating death benefits; and lower pension pay-outs for women faculty. Here it should be pointed out that the federal government's Pension Standards Act contrasts with CAUT policy and it will require more CAUT lobbying to get this legislation amended.

Anti-nepotism guidelines

When CAUT policies were discussed there was lively debate surrounding CAUT guidelines for anti-nepotism clauses in contracts, and for librarians. Terms and conditions of employment should include an anti-nepotism clause separate from all other stipulations. In addition to insisting that all appointments must be on the basis of merit alone, the clause should also include the rule that no faculty member will judge the contract of another member of her/his family. The question was raised: Has CAUT investigated the practice of awarding team contracts? i.e. a husband and wife team sharing one job — as is practised in the Université Ste. Anne. In general delegates were not opposed to this arrangement, provided it did not entail any loss of pension rights and other fringe benefits. As for

librarians, conditions would appear to be quite disgraceful from every standpoint; and there emerged from the discussion this general message: "Don't advise your daughter to become a librarian".

NS Status of Women report

Delegates welcomed the recommendations of the Report of the Nova Scotia Task Force on the Status of Women, especially No. 95: "The Task Force recommends the establishment in Nova Scotia of a Ministry of State for the Status of Women, to give women a strong voice at the highest level of decision-making in our province". And the delegates passed a motion "...that this body supports the Task Force recommendations on the status of women especially as they relate to the status of women academics, and asks the MCUFA delegates to make a similar motion".

The MCUFA/CAPUM delegates were confronted with a less formidable array of agenda items, but were called upon to make some momentous decisions for the organizations they represented.

Atlantic Conference formed

For although this body was conceived as a Maritime Conference of University Faculty Associations at a time when the MPHEC was being created to recommend policies for

rationalising higher education in the region, it was felt by MUNFA members that the time had come for Memorial to be more officially engaged in the important problems that confronted their colleagues in MCUFA. Once it had been established that Newfoundland CAUT Board membership would be in no way jeopardised by Memorial's joining MCUFA, the MUNFA representatives applied for membership, and their application was approved unanimously. After which it was a matter of housekeeping motions to amend the constitution for MCUFA to become the Atlantic Conference of University Faculty Associations: ACUFA/CAPUA.

Future Role

The delegates, however, were not unanimous in their thinking regarding the future role of ACUFA. George Semeluk, President of FNBFA read to the meeting a motion passed by the federation he represented: "That FNBFA/FAPUNB support an annual meeting of Atlantic local and provincial associations. It is prepared to assume its share of the cost incurred for such meetings. It does not support an organization with executive and taxation powers". So the FNBFA position is that, while anxious to cooperate with all local, provincial and regional associations, and willing to share the costs incurred through such cooperation, it does not wish to

become a formal member of ACUFA. Moreover constituent members of FNBFA may individually, and in fact have become members of ACUFA, UNB being the only New Brunswick University not a member of ACUFA. No doubt all efforts will be directed towards maximizing the beneficial effects of such cooperation.

A number of questions, including the ACUFA fee structure, the annual budget and incorporation of the association, were referred to the executive for further study and subsequent recommendations, but with the directive that costs be kept to a minimum. To this end local and provincial associations will be responsible for any costs incurred by their delegates, and there will be no ACUFA fee for this year.

Local activities

Local and provincial associations reported on their activities over the past few months including relations with governments, contract negotiations, membership drives, etc., while reports were received on the most recent AIB decisions on university salaries and fringe benefits (Ron Levesque), and on a variety of matters related to collective bargaining and university contracts (Don Savage). By acclamation the meeting elected Jules Léger (History, Moncton) Chairperson of ACUFA/CAPUA for a one-year term of office.

CAUT Collective Bargaining Services

Staff:

Ian McKenna, Lecturer in economics at the University of Dundee, Research Officer of the Ontario Department of Labour, Secretary of the Government of Ontario Commission on collective bargaining in the hospital system, Secretary of the CAUT Collective Bargaining Committee

Geoff England, Lecturer in Law at the University of Wales, LL.B. from the London School of Economics and Political Science LL.M. from Dalhousie University with specialization in Labour Law

Bargaining:

CAUT staff officers have participated at the table in the negotiations of first contracts at Manitoba, Carleton, St. Mary's, Nelson, Windsor and Acadia.

Research:

(1) *CAUT Clause Finder*. This is compilation by subject of university policies and contracts clauses at both unionized and nonunionized universities with an extended, introductory analysis for each chapter. The following chapters have been commissioned:

"Dismissal" by D.C. Savage (Published) \$5.00 plus "Tenure" by D.C. Savage (Published) \$5.00 plus "Financial Exigency" by J. Vickers and D.C. Savage (In Preparation)

"Management Rights and Continuing Practices by Ken Swan (Queen's).

(In Preparation)

"Non-Renewal" by Vic Sim and J. Stevens (Guelph) (In preparation).

"Copyright" by Jack House (OISE) (In Preparation)

"No Discrimination Clauses" by D.C. Savage \$3.00

"Individual Rights" by I. McKenna (In Preparation)

Research:

(2) *Surveys of University Fringe Benefits*. Surveys available on dental insurance, life and long term disability, Sabbaticals and an up date on sabbatical policies. In preparation - maternity leave.

Research:

(3) *CAUT Arbitration Service*. CAUT is compiling an on going compendium of arbitration cases involving university professors indexed and with commentary. This reporting will involve both uncertified and certified associations although the former will only be included where a case is heard in public or the judgment is released.

Research

(4) *CAUT Collective Bargaining Handbook* by Ian McKenna. A survey of problems and possible solutions involved in the collective bargaining process. \$3.00

Collective Bargaining

Committee:

The purpose of this committee is to assist the CAUT Executive in overseeing the work of the CAUT in collective bargaining to give expert advice to the CAUT and its local and provincial associations, and to monitor the CAUT Collective Bargaining Fund.

Membership

Roland Penner (Law, Manitoba); Mark Thompson (Industrial Relations, UBC); Bernard Adell (Law Queen's); Ken Swan (Law Queen's); Joe Rose (Business Administration UNB); Ken Moore (Library, UNB); Virginia Hunter (History, York); Lee McCaughey (Common Law, Ottawa); Jean Boivin (Industrial Relations, Laval).

Corresponding Members:

Central Office distributes, to the corresponding members which have been appointed by associations, information on a variety of issues of interest to associations studying or engaged in collective bargaining. Associations wishing to appoint a corresponding member should contact Central Office.

Collective Bargaining Fund:

The CAUT Board has created a fund which may be used to help local associations defray the costs of seeking certification provided such costs are negotiated in advance with the CAUT. In Ontario, CAUT and OCUFA have formally agreed to a cost sharing formula to meet these expenses.

OCUFA:

CAUT maintains a working relationship with OCUFA through a joint CAUT/OCUFA Committee on Collective Bargaining which ensures that there will not be a duplication of services in Ontario. OCUFA has conducted preliminary surveys, with the aid of legal counsel, of the legal situation of each Ontario university in regard to possible certification. OCUFA staff are available to assist local associations in collaboration with CAUT staff.

All research material has been distributed without charge at all local and provincial associations. Members of CAUT may borrow copies from their local association. Individuals may purchase items as indicated.

* For non-CAUT members \$6.50

* For non-CAUT members \$4.00

Ontario Report

Lillian Smith (OCUFA)

Private Employment Contract Under Negotiation at U of T

The University of Toronto Faculty Association has begun negotiations with the University on a private employment contract, outside the provisions of the Ontario Labour Relations Act. In an early November referendum among all faculty members and professional librarians 70% of the more than 1300 ballots cast were in favour of the draft contract while 74% of the librarians voting were in favour. The draft contract features final-offer selection in salary disputes and a clear-cut grievance procedure.

Minister in Agreement with OCUFA's Statement on Citizenship

Dr. Harry C. Parrott, Minister of Colleges and Universities has indicated his agreement with OCUFA's recent statement on faculty citizenship and has undertaken not to discriminate between Canadian citizens and landed immigrants already in the country. Recently released figures indicate 84% of the 791 new faculty appointees were either Canadian citizens or landed immigrants; 70% were citizens and 14% immigrants. Of the latter, 91% were previously employed within Canada. Statistics on country of citizenship show

that 70% were citizens of Canada, 14% from the U.S.A., and 16% from other countries.

Negotiation of First Agreement at York Completed

York University Faculty Association and the administration have completed negotiations on the first collective agreement establishing terms and conditions of employment for faculty and professional librarians.

Laurentian Rejects Increase in Foreign Student Fees

The tripling of tuition fees for foreign students as ordered by the Provincial Government has been rejected by the Senate of Laurentian University by a vote of 14:11 on the basis that the increase was discriminatory.

In a recent address on the subject, Dr. Alan Earp, President of Brock University had the following to say: "...The ablest, if they are wise, will go to other provinces..." "One of the most effective and least expensive forms of foreign aid will be curtailed... no doubt costly administrative procedures will be introduced for all students, to ensure that none of the few escape the triple fee. I find it hard to see who will really benefit from such a course of action..."

Atlantic Report

Derek Lawrence

(CAUT Atlantic Regional Director)

St. Thomas finally certified; favourable ruling on Moncton application; St. Mary's reaches contract agreement.

It is with a sigh of relief that we announce the end of the FAUST certification saga. The St. Thomas application for certification had been before the New Brunswick Industrial Relations Board since October 15, 1974, but it was not until October 12, 1976, that the Board handed down its decision in favour of certification, including in the collective bargaining unit department heads and members of religious orders, categories disputed by the university. As part of its decision the Board ordered that there should be a representation vote on November 9. Over 71% of the eligible voters voiced their support for the union. Once they have received the official Certification Order FAUST will begin to negotiate their first collective agreement. The union executive confidently expect these negotiations to be less protracted than the Board's deliberations and anticipate cooperation from the university administration.

The NBIRB was much more expeditious with the Moncton faculty's certification application. The hearing took place in Fredericton on September 29 and the Faculty Union was certified soon after the St. Thomas decision was rendered. The bargaining unit includes department chairpersons and librarians (an important precedent for the Atlantic provinces), but does not include the French language instructors who teach civil servants under the federal bi-lingualism programme. At one point in the hearing it appeared that Board members were in favour of a single bargaining unit, to include these instructors, but this was not reflected in the final decision. There will now be an orderly transfer of responsibilities from the president of APUM (Rodolphe Savoie) to Arsène Richard, president of ABPUM. Negotiations for a first collective agreement are about to commence.

The St. Mary's University Faculty Union finally succeeded in its efforts to reach agreement on the one outstanding clause in contention: re-entry of academic administrators into the bargaining unit. The boycott of registration, the large majority vote in favour of strike action, plus behind the scene negotiations, eventually persuaded the administration to meet all the important union demands. It is hoped that these experiences will be of assistance to Acadia, St. Thomas and Moncton in their negotiations for first contracts. St. Mary's held a contract ratification vote on Wednesday, November 17.

At UPEI negotiations of a new contract — outside the province's industrial legislation — were more arduous and protracted than in former years, notably because of financial restraints and the AIB regulations. The matter went to forced-choice arbitration, and Mr. McQuiggan, the arbitrator although not acceding to all the Association's requests, at least recognized the validity of their sophisticated career progress formula, and granted such benefits as 3 months' paid maternity leave, top dental coverage and a career development plan based on a percentage of the Assistant Professor floor. CAUT professional officers Don Savage and Ron Levesque were on hand with expert advice.

Meetings with government representatives

Relations with governments committees have been extremely active in all four Atlantic provinces. The FNBFA committee has been singularly successful in its attempts to lobby provincial politicians. The committee met with Premier Hatfield and opposition party leaders to present a brief on the funding of higher education, to emphasize their concern as a result of the low level of funding for New Brunswick universities, and to discuss the operation of the MPHEC. Both the Premier and the opposition leaders have agreed to meet with FNBFA at least once a year and Premier Hatfield also proposed that a meeting be arranged between the MPHEC and FNBFA. In the near future the committee is scheduled to meet with all the New Brunswick Federal MPs who will be made more aware of the impact of the province's universities upon the community, and hence the need to maintain and increase support for these institutions.

In early summer a MUNFA delegation was well received by the Finance Minister, the leader of the opposition and the leader of the Liberal Reform Party, as all parties are unanimous in their opposition to changes proposed in the Fiscal Arrangements Act. The UPEI Relations with Government Com-

mittee has also been actively lobbying the provincial government regarding federal research spending and fiscal arrangements. It is hoped that the UPEI faculty association and the university administration will be able to agree upon a joint submission on these and related issues.

The NSCUFA committee has met with the Minister of Education and the leader of the opposition to discuss the financing of higher education, the composition of MPHEC and its committees, university admissions policies, etc. The leader of the opposition has published his support for the CAUT position on the Financial Arrangements Act, and the Minister of Education has agreed to put in writing any reservations he might have on the brief. And while Mr. Buchanan has invited the committee to meet with the Conservative caucus, the Minister of Education has agreed to set-up a meeting between the committee, the Premier and the Minister of Finance. One question to be answered is why the MPHEC has not been requested to formulate a maritime policy in response to the Fiscal Arrangements Act. The Commission was set-up to rationalise spending on higher education in the Maritime provinces; but when faced with possible financial cut-backs each province looks to its own priorities!

The October 14 day of protest against wage and price controls was not actively celebrated on most Atlantic campuses. Exceptions to that rule were Acadia and Dalhousie. While the latter passed resolutions "going on public record as being in opposition to current wage and price controls" and "urging faculty members to attend the demonstration of the Federation of Labour", the Acadia Faculty Union arranged afternoon and evening open forums to discuss controls, and invited well-known public figures representing ruling and opposition parties from provincial and federal governments together with provincial labour leaders. The Maritime School of Social Work was the only faculty group to vote in favour of cancelling classes to attend the CLC rally and march on Province House.

Task Force on University Priorities

Not quite making the headlines, but quite capable of attracting considerable attention is the report of the Memorial University Task Force on University Priorities. The MUNFA executive has already voiced disapproval both of the methods of selecting members of the task force, and of its recommendations. For example the report recommends that "a number of faculty vacancies be filled, where feasible, by visiting sessional or part-time appointments" (p.148); that Deans and Directors should explore the possibility for "alternate forms of contract, for example a nine-month contract instead of the current twelve-month contract for members of faculty" (p. 152) and "for persons with competence in fields other than those to which they are appointed, to be used as teachers in other units... whenever savings might be accomplished by so doing"; and elsewhere that contracts be considered "providing for 3 semesters of teaching. In such cases, since teaching would be accepted in lieu of other forms of 'scholarly activity', no extra payment for teaching the third term would be provided".

Laval Strike

Faculty Associations are busy arranging meetings to discuss the Laval strike situation, and possible financial support for the Laval professors' fight for collegiality and academic freedom. Already UNB has donated \$1,000. to the Laval fund; FNBFA has committed \$500. as has NSCUFA; Dalhousie is urging all members to contribute a minimum of half a day's salary, and those present at the meeting responded immediately. NSCUFA and DFA are also sending telegrams, one to the Laval strikers in support of their stand and one to the Rector of the university urging him to come to a reasonable settlement; St. Mary's Faculty union has made a gift of \$1,000 and a loan of \$5,000. Cape Breton College voted to send \$200 accompanied by a telegram of support and encouragement while at the same time sending a telegram urging the administration to reach an equitable settlement. It is quite clear that the Atlantic region is ready to give financial as well as moral support to colleagues fighting for issues of vital importance for academics across the land.

Ottawa Notes

Jill Greenwell (CAUT)

CAUT and AUCC Collaboration

CAUT and AUCC, meeting in Regina last month, agreed to cooperate on representations to governments concerning research funding, and on the development of an academic exchange programme to enable individual faculty members, faced with the prospect of a shrinking job market, to transfer to other institutions within the country for a one or two year term in order to broaden their experience.

Similar discussions on possible cooperation were held with representatives of the Canadian Association of Graduate Schools, the Canadian Association of University Research Administrators, and the Council of Deans of Faculties of Management and Business Administration. There was tentative agreement to collaborate in the areas of research funding and on the proposed legislation for the re-structuring of the research granting councils.

Conservatives offer sabbatical opportunities

The Progressive Conservative Party is inviting potential sabbaticants in Canadian universities to undertake research on their behalf. The Party is willing to consider any proposal dealing with government policy, and successful candidates will have full access to party research facilities, the Library of Parliament, etc. Anyone interested in further information should contact Dr. Jim Hawkes, Programme Director, Office of the Leader of the Opposition, Room 709, Confederation Block, House of Commons, Ottawa.

Federal-provincial Committee on University Research

MOSST and the Council of Ministers of Education (COMOE) recently announced the formation of the Canadian Committee on Financing University Research. The new body, the first such cooperative venture by these two organizations, has been established because of the long-term need for liaison and harmonization of university research policies. It will study national research needs and priorities, develop policy recommendations for the financing of university research, and report to both the federal and provincial governments. It has also been authorized to create, where necessary, sub-committees to study special issues relating to research. The 20 member Committee, chaired by Dr. J.M. LeClair, Secretary of MOSST, will include 9 federal appointees, including the heads of the three research granting councils, and 10 provincial representatives, including deputy ministers responsible for education, university presidents and representatives of university councils or commissions. There will be a regional balance in the provincial contingent.

Consortium meets conservative caucus

Representatives of the CAUT, CFBS, and the two granting councils, HRC and SSRC, met with members of the Conservative Caucus in Ottawa on October 28 to exchange views on the financing of post-structuring of the granting councils. This was the second in a series of meetings with federal party caucuses (a similar meeting with the NDP was held in March 1976).

Research Lobby by University Community

Representatives of various research-oriented organizations, including the Canadian Society for Clinical Investigation, CAUT, HRC, SSRC, SCITEC, etc., met with federal MPs in a two-day lobby organized by the Canadian Federation of Biological Societies (CFBS) on December 7-8 in Ottawa. Lobbyists urged the government to restore the purchasing power of research funding to 1970-71 levels, maintain financial stability by indexing budgetary allocations, and the paramount importance of developing a national scientific policy. The various groups have indicated a willingness to assist in the determination of research priorities once the government has committed itself to maintaining research funding at a viable level.

Federal human rights legislation

Representatives of the CAUT met with Mr. Stuart Leggatt, Chairman of the NDP caucus and justice critic, and Mr. Andrew Brewin, External Affairs critic and long-time opponent of arbitrary Immigration decisions, to discuss the CAUT's response to the federal human rights legislation (Bill C-72). The two Members of Parliament agreed to ensure that the principles contained in the brief are included in the revised legislation which the federal government has promised would be introduced during this session of Parliament. The CAUT will be meeting with other members of the House of Commons Standing Committee on Justice and Legal Affairs to discuss the submission.

Nouvelles du Québec

Mureille Verrier-Fréchette (FAPUQ)

Syndicat des Professeurs de l'Université Laval (SPUL)

L'administration de l'Université Laval a déposé des offres finales et globales le 1er novembre 1976 aux professeurs; immédiatement après ce dépôt, les dirigeants du syndicat ont convoqué une assemblée générale des membres pour le 3 novembre.

Malgré l'ultimatum "reprise immédiate des cours ou suppression de la session d'automne" lancé par l'administration de l'Université juste avant le déroulement de l'assemblée générale, les professeurs au nombre de 788 ont rejeté à 74% les offres "finales et globales". Ce vote, massif en faveur du rejet, a été pris au scrutin secret et à la 9e semaine de grève.

Suite à l'assemblée, le Comité de négociation du SPUL a demandé la reprise immédiate des négociations.

Une rencontre de négociation a eu lieu vendredi le 5 novembre. Devant la demande de l'intervention d'un médiateur formulée par le SPUL, l'administration de l'Université a refusé; ce refus de la médiation se justifierait par l'incapacité de réaliser de nouveaux compromis. Ce refus de la médiation pourrait compromettre définitivement la session d'automne à l'Université Laval.

Affiliation de l'Association des Professeurs de la Faculté de Médecine de l'Université de Sherbrooke (APFMUS)

A leur réunion du 8 octobre, les membres du Bureau de direction ont décidé de l'admission de l'Association des Professeurs de la Faculté de Médecine de l'Université de Sherbrooke à la FAPUQ qui regroupe maintenant 10 syndicats et associations (85% des professeurs des universités du Québec). Sont membres du Comité exécutif de l'APFMUS: Dr. Fred Brindle, président, Dr. Jean-Guy Leroux, vice-président, Dr. Daniel Myhal, secrétaire trésorier, Dr. André Arsenault, Dr. Jacques Poisson et Dr. Eveline De Medicis, tous trois conseillers.

Syndicat Général des Professeurs de l'Université de Montréal (SGPUM)

A l'Université de Montréal la première convention collective, ratifiée en avril 1976, est déjà expirée et l'on est maintenant à l'aube d'une reprise des pourparlers pour la renouveler. La phase de préparation et de consultation du SGPUM tire à sa fin et on prévoit le début des négociations pour la mi-novembre.

Association des Professeurs de l'Université Bishop (APBU)

Accréditée en mars 1976, l'Association des Professeurs de l'Université Bishop (APBU) a expédié au début d'octobre son avis de négociation à l'administration universitaire; cet avis est prévue au Code du Travail québécois.

Depuis l'expédition de l'avis de négociation, trois séances de négociation se sont déroulées: l'APBU a déposé à la table de négociation le projet syndical et présentement, c'est la phase explicative du projet.

Association des Ingénieurs-Professeurs de la Faculté des Sciences Appliquées de l'Université de Sherbrooke (AIPSA)

Du côté de l'Association des Professeurs-Ingénieurs de la Faculté des Sciences Appliquées de l'Université de Sherbrooke, les discussions quant au renouvellement de la convention collective sont dans une phase terminale. Déjà les clauses à incidence monétaire et le normatif sont pour l'essentiel réglées, la durée de la convention et des modalités sur les cycles d'enseignement demeurant les principaux points en litige. Du côté syndical on s'attend à une ratification à brève échéance.

Academic Freedom and Tenure — Once more!

J.R. Stevens

It is sometimes said that to demand "academic freedom" is to claim minority privilege. It is not. In its proper form it is a demand on behalf of everybody; not just on behalf of academics.

I believe that in very general terms the case for academic freedom is the same as the case for freedom of speech, discussion and inquiry at large. As well as the freedom to speak, the case too is a claim for the right of all to hear, read and see freely: the right of access for all to the results of "free speech". Stated in these terms the case seems unassailable, and yet on closer examination some will oppose this right for all. Quoting from the report of the Council for Academic Freedom and Democracy;

"though a claim for all, it is not a claim in the interest of all. On the contrary, its effective implementation is always liable to be resisted by those who have a vested interest in the preservation of the status quo. They are threatened, because the point of freedom of speech and inquiry is precisely to deprive established social arrangements and habits of thought of the sanctity which these will otherwise enjoy merely by virtue of their existence. That too, is the point of "academic Freedom". (1)

Nevertheless the general case for "free Speech" and free access to its results has a special application to teaching and research. Educational Institutions should be distinct from other public and private institutions in one respect above all. They should produce constructive criticism. Quoting once more from the report,

"Whatever else they may be designed to do, academic institutions of all kinds and at all levels must be critical. They must be committed to re-examining accepted knowledge, assumptions and practices. It is their job, whatever other jobs they have, to nurse scepticism and to apply it to established beliefs and the present order of things. Education and research must be intellectually and socially dangerous. It is to promote and protect this quality that academic freedom is needed. And it is because this critical function of education and research is essential that academic freedom must be a matter of general concern".

Thomas Jefferson seems to have been the first to organize the notion of academic freedom as it pertains to a university. Succinctly he called for the University of Virginia to be based on

"the illimitable freedom of the human mind. For here we are not afraid to follow truth wherever it may lead, nor to tolerate any error so long as (academic) freedom is left to combat it." (2)

Of course, from era to era, from institution to institution and from course to course, the degree of emphasis on real critique will vary; even in an ideal world where there are no pressures to stifle it. Universities and schedules of study differ in their particular purposes: some are more inclined to research, some to teaching, some to instructing in relatively firm knowledge and solidly founded skills,

... who the university is should be established in a democratic way in which suffrage is granted on the basis of responsibility, commitment, and in the broadest sense, authority.

Dans ses commentaires sur la liberté universitaire et la titularisation, le Pr James Stevens, président du Comité de la liberté universaire et de la permanence de l'emploi, formule les observations suivantes:

- le plaidoyer pour la liberté universitaire est le même que pour la liberté générale de parole, de discussion et d'investigation. C'est aussi la revendication du droit d'entendre, de lire et de voir librement, le droit d'accès aux résultats de la "liberté de parole";
- la titularisation est la sauvegarde minimum de la liberté universitaire. Elle comporte le maintien et l'amélioration de la situation économique de chacun, mais elle constitue aussi une condition contractuelle qui garantit que le professeur titularisé ne sera pas renvoyé, sauf justification, celle-ci étant démontrée par la voie de justes procédures universitaires, y compris un jugement rendu à la suite d'une équitable audience devant ses pairs.

Le Pr Stevens signale aussi que la liberté universitaire a été, est et continuera d'être contestée tant que survivront les traditions de l'indépendance professionnelle afin d'assurer à la société le bénéfice d'un honnête jugement et d'une que indépendante.

some to communicating less certain knowledge more obviously open to challenge. But what research can lay claim to the complete truth? What knowledge is firm for all time? What skills are fixed? The purposes, assumptions and values implicit in any institution or course must always be open to question.

In an operational sense, within the academic community, academic freedom includes

"The right within the university to decide who shall teach, who shall be taught, and what shall be studied, taught or published.

The right of appointment of staff or admission of students regardless of race, sex, religion or politics.

The right to teach, investigate and speculate without deference to prescribed doctrine.

The right to criticize the university". (3)

The first two paragraphs in this quotation define academic freedom for the institution, the last two for the individual. The distinction is important for, while we can identify the individual, it is not clear who the university is in this context. Because of this academic freedom is inextricably involved with university self-government.

The question of who or which group within the university has the right to decide "who shall teach etc." and who shall be appointed, is the subject of a continuing debate. I believe this question was answered for academics in the excellent report entitled *University Government in Canada* authored by two Commissioners, Sir James Duff and Professor Robert Berdahl. Although the report recognizes the importance of the Board of Governors in exercising the ultimate fiscal responsibility and the ultimate *de jure* sovereignty, it strongly recommends that the Board and the Senate or senior academic body must operate under the principle of shared responsibility. This recommendation is made recognizing the possibility of clashing jurisdictions but asserts that

"The Senate be allowed to discuss, and indeed pass resolutions on, any topic relating to the welfare of the university, not excluding matters relating to finance. Such Senate actions, would, of course, always be subject to the overriding legal authority and to the primary fiscal responsibilities of the Board.

and further

"But, just as the Board must have the last word of fiscal matters, so the Senate must not be over-ruled by the Board on a purely educational issue" (4)

The report goes on to suggest that for issues which

have both educational and fiscal components, such as appointments, there should be shared responsibility and authority.

In discussing the Senate functions in more detail, the Commissioners recommend that Senate should have mechanisms to review Departmental and Faculty affairs in order to maintain institutional unity; in particular, *inter alia*, to review standards of appointment promotion and tenure.

A few institutions have established unicameral systems of self-government in order to attempt to further promote the principle of shared responsibility. The Commissioners considered that there were risks in this approach. One of the dangers is that the structure of such a body, especially in larger universities, may become so complicated that few people understand it and

"most of the academics leave it to the few experts (including, alas, the cranks and the obstructionists)". (5)

In fact, well organized constituencies within the university community (which the academic faculty has not heretofore been) could exert a greater influence than would be appropriate to the well being of the institution. Complicated structures usually have an incapacity for self-reform, an extremely important ingredient in self-government. There is also the danger that

... the tenure system is the most powerful means available for selecting faculty of the highest quality.

"academic issues will take second place to the more pressing fiscal and administrative problems".

and

"still more important there may be little communication between the (governing body) in its academic role and the faculty at large".

Thus the university is neither the Department, College, Faculty, Senate or Board, nor any individual or group of individuals within or acting for any of these bodies. It is the community of all of them; and who the university is should be established in a democratic way in which suffrage is granted on the bases of responsibility, commitment, and, in the broadest sense, authority. The concepts of "management" and "those managed" are an anathema to the concept of a university just as is the now refuted decision of the Privy Council a few years ago that the relation between a university (the Board) and a faculty member was simply a master-servant relation.

Unfortunately there are still some universities who do not recognize in their procedures and policies the importance of self-governance as it relates to collegial principles and to the protection of academic freedom. To this end, faculty are now on strike at the Université Laval. Lack of such recognition is the prime motivation for faculties towards certification and a collective agreement which should clearly define the university. Unfortunately, such activities tend to polarize the community and promote adversary relationships, at least initially. If the constituents of a university could only recognize beforehand that the thesis of co-operation and communication so clearly advanced in the Duff-Berdahl report must prevail, certification should be unnecessary.

It is appropriate here to make a few comments on one of the matters which should be dealt with in the policies and procedures of a university; the traditional device for defending the academic freedom of the individual: the device of tenure. Quoting again from the CAUT Handbook.

"Tenure means permanency of appointment, the right of a faculty member not to be dismissed except for cause. Permanency of appointment includes the right during the appointment to fair consideration for increases of responsibility and salary, and promotions in rank."

In a recent judgement, (6) tenure is described as a status amounting to an indefinite term of engagement and the importance of complicated procedural safeguards to ensure protection of such employment is recognized.

The system of tenure for university faculty has its limitations. I'm sure we all recognize the following concerns.

First, the concepts of job security and tenure have become confused. Job security has to do with *inter alia* the maintenance and improvement of one's economic status. Tenure is the minimum safeguard for academic freedom. Although both tenure and job security could be interpreted as implying a permanency of appointment a tenured faculty member may be dismissed for cause; cause being shown through proper academic due process including a fair hearing and judgement by peers. Although tenure can be interpreted with job security as having the right during the appointment to fair consideration for increases of responsibility and salary, and promotions in rank; one who is interested entirely in the exercise of his academic freedom may, without a sympathetic environment, be forced to give up the prospect for increases in responsibility and salary and for promotion in rank in order to exercise that freedom.

Second, non-tenured faculty deserve as much protection with respect to the exercise of academic freedom as do tenured faculty. In fact, non-tenured faculty including those on contractually limited term appointments, are usually in a critical stage in the development of their professional and academic careers and therefore need to be free to express their honest judgement and independent criticism. They must not be left within an environment which intimidates them to withhold this expression for fear of offending a dominant social group, transient social attitude or prevalent theory. The tenure system is limited in its ability to respond to this problem and to provide the protection required since it is the tenured faculty who decide whether an untenured faculty member should be invited into the preferred group; they are dominant.

Third, a large number of universities find themselves in the position that they have a large group of faculty members between the ages of thirty-

Academic freedom has, is and will continue to be challenged as long as traditions of professional independence survive to bring society the benefit of honest judgement and independent criticism.

five and fifty, with few prospects for retirement and a freeze on appointments of younger faculty. Thus, because of this demographic bulge, the university loses a source of stimulation through the appointment of new faculty and the career prospects of junior faculty are seriously restricted even though they may be tenured.

Fourth, considering the dynamic state of the acquisition of knowledge and the increasing rapidity with which that knowledge is being acquired, there is a danger that a number of faculty members will not wish or will be unable to keep up. Although traditions are very important to a university so is innovation. The standards of the university, its ability to respond to new dimensions and be innovative, and the teaching of students could suffer.

When correctly used and understood the tenure system is the most powerful means available for selecting faculty of the highest quality. Correct use includes appropriate and thorough appointment and probationary procedures and dismissal for cause. If we could count on the stability of post-secondary institutions we then have an ideal atmosphere for high intellectual achievements. There are many factors which lead to instability, the most important being financial exigency; when the economic survival of the institution is in question. When misused and not understood, these same factors of tenure and stability can provide an atmosphere for complacency and mediocrity. In some institutions tenure is awarded too easily without an adequate sample of a faculty member's work. An institution in which a heavy majority of the professoriate really have no other place to go and in which traditions of professorial independence are weak can be very stable. But is it a university?

I would like to place in juxtaposition with the foregoing, what I believe should be and often are the limitations of the tenure system. These limitations are defined in terms of individual faculty members and their colleagues and peers.

Insofar as a faculty member's colleagues and peers are concerned, to what degree are they willing to express themselves on his or her behalf in cases where his or her right to be constructively critical has been challenged? Are they willing to endanger their job security and career prospects to support a faculty member's right to academic freedom? The extent to which they are willing will, in part, define the limits for the protection of academic freedom. If colleagues and peers are altruistic in this matter, then the ultimate limits are, in part, defined. These may not be sufficient in some social or political jurisdictions and at certain times, but it is the most that can be expected.

Insofar as the faculty member is concerned, how much confidence does he or she have in himself or herself as an academic and is his or her ability to remain motivated in what, in my opinion, is one of the most difficult careers — a career involving a degree of continuing intellectual activity not experienced by most and not understood by the majority. If a faculty member is able to remain convinced that he or she must maintain a high level of scholarship and is willing to continually work to that end, the other aspect of the limitations of the tenure system is defined.

In response to pressures both from within and without the university the CAUT Committee on Academic Freedom and Tenure has critically examined the concept of tenure. It has considered proposals for its abolition, it has considered

proposals for its replacement with a series of long term appointments, it has examined the model of automatic tenure and, in spite of the foregoing limitations, the Committee has concluded that the concept of tenure for individual academics as the CAUT now defines it should be strongly supported. Although it is useful to examine, challenge and review, this concept occasionally, it should be recognized that it has become a notion that is integral to the life and career of an academic and that in order to avoid serious disruption it should be somewhat exempt from continual review and justification.

Academic freedom has, is and will continue to be challenged as long as traditions of professorial independence survive to bring society the benefit of honest judgement and independent criticism. That is its nature. There is no question that its principles should be strongly, courageously and continuously supported. Unfortunately, and also because of its nature, the support and protection of this freedom depends ultimately on individuals. We are all human and there lies the weakness. If faculty members could count on university colleagues, and on themselves, in the ways suggested above, the paper award of tenure would be unnecessary. Their right to be critical in a constructive and responsible manner would be in large measure assured. If, in addition, members of a university community could accept the principle of shared responsibility, and insofar as it is workable through delegation and by agreement, shared authority, academic freedom would be available to the benefit of the university and society; to the benefit of everyman.

Professor Stevens is Chairman of the CAUT Committee on Academic Freedom and Tenure. He teaches Physics at Guelph University.

NOTES

- (1) The Case for Academic Freedom and Democracy (1972). Council for Academic Freedom and Democracy, (England) 152 Camden High Street, London NW1.
- (2) R. Hofstadter and W. Metzger. *The Development of Academic Freedom in United States*. New York, Columbia University Press 1955. p. 241.
- (3) CAUT Handbook, Second Edition 1973, p. 44.
- (4) J. Duff and R.O. Berdahl, *University Government in Canada*. Toronto, University of Toronto Press 1965. p. 27.
- (5) J. Duff and R.O. Berdahl, *Op cit.* p. 12-15.
- (6) Judge W.A. Stevenson. *In the Matter of the Universities Act and in The Matter of Anthony L. Vanek to the Honourable Ralph G. Steinhauer, Q.C. Lieutenant-Governor of Alberta*, Sept. 7, 1976.

"Finally, there is the Einstein syndrome"¹

Reasons for Denying Tenure

John D. Whyte

During my days as a member of the Academic Freedom and Tenure Committee, we sometimes spent the last hours of Saturday afternoons, while we waited for trains and planes to bear us away from Ottawa, discussing the grounds upon which tenure may be denied. It was common ground among us that deficient performance in teaching, research and administrative contribution were the chief grounds for denial. We debated about what level of achievement was needed in one category to offset deficiency in another, and whether a truly awesome deficiency in one category precluded redemption by excellent performance elsewhere. Occasionally, however, it was suggested that a fourth ground for denying tenure ought to be admitted. That ground was the presence of better scholars in the same field who had applied (or were likely to be available) to the department. In other words, some members suggested that a university ought not to be required to grant tenure to a probationary faculty member even if he or she had been adequate in all respects if to do so would exclude the possibility of hiring a superior scholar. A variation of this radically higher standard was sometimes suggested: tenure should not be granted at the end of the probationary period if the applicant for tenure had not, by his brilliance during his stay, moved his tenure-granting colleagues to wish him for a permanent colleague more than they wished to keep the position open for some present applicant or future prospect. These suggestions were not popular with most members of the AFT committee. It is not hard to understand why. These higher standards undermine the point of giving a hearing (and appeal) before (and after) a negative decision is made while, at the same time, they increase the possibility of personal and other irrelevant considerations forming the bases of tenure decisions.

I have just finished spending a year at Yale University and news reports and conversations with tenure-seeking friends there have revived memories of those Saturday afternoons at the CAUT Central Office. Tenure events at Yale in 1975-76 were, as they have been in all other years in recent memory, harrowing. Very few, if any, internal applicants received tenure. Tenured positions were filled by senior "superior" scholars, appointed from outside the University. Non-tenured faculty who have reached the maximum period of stay at Yale without holding tenure have, if lucky, gone off to Texas and Wisconsin, and, if unlucky, unemployment. The standard for granting tenure at Yale is, simply, being one

Dans cet article, le Pr John Whyte, qui enseigne le droit à l'Université Queen's, prône de réévaluer en profondeur la pensée contemporaine sur l'octroi de la titularisation. A son avis, les décisions de titularisation fondées sur des normes de concurrence et d'excellence vont accroître, à la longue, la qualité des professeurs des universités canadiennes.

Il se peut bien, affirme le Pr Whyte, que les universités canadiennes préfèrent ne pas amorcer un système d'embauchage compétitif. Elles veulent peut-être plutôt l'homogénéité que la hiérarchisation.

L'argument le plus convaincant à l'appui de la pratique de normes plus élevées pour l'octroi de la titularisation consiste en ce que le système actuel, de l'avis du Pr Whyte, est immoral. son défaut tient peut-être à ce qu'il laisse les professeurs âgés et d'âge mûr se concerter pour tenir les jeunes hors de l'université. Les universités canadiennes, affirme le Pr Whyte, ne doivent pas écarter de l'enseignement durant les 20 ou 30 prochaines années des jeunes qui peuvent être plus brillants et meilleurs qu'eux.

Enfin, le Pr Whyte prône un plus large débat sur les aspirations de la collectivité universitaire pour ce qui est des universités canadiennes et des professeurs de nos universités et sur la façon de les réaliser.

of the best imaginable scholars in your field. Consider this news report: (2)

The philosophy department recently denied tenured positions to Director of Undergraduate Studies Edward Casey and to acting D.G.S. Thomas Morawetz...

"We could only work with the number of tenured spots approved by the University", explained Department Chairman Karsten Harries. "The University gave us permission to make two tenured appointments, one in Continental Philosophy and one in Analytical Philosophy," he said.

After considerable debate, the Senior, tenured faculty of the department voted unanimously on March 7 to recommend the appointment of UC-Santa Cruz professor Maurice Natanson and Rockefeller University professor Harry Frankfurt to these positions...

According to Harries, special attention was given to the credentials of Casey and Morawetz, currently in their next to last year as term associates.

"We found it impossible, however, to rank Casey and Morawetz ahead of the recommended candidates", Harries asserted.

"I think that both Casey and Morawetz were tenurable at Yale but that is not to say that they were the best candidates," said Harries...

Determinations of tenure depend on demonstrated teaching and scholarly capacity. "Casey and Morawetz have been industrious and excellent teachers for eight or nine years but they can't be expected to have the same credentials as someone 15 years older", Harries stated.

"The problem with the tenure system at Yale is that it forces one to pit promise against achievement. It boils down to a question of whether Yale is willing to gamble on its younger promising faculty," he added.

This report indicates that in order to be granted tenure a Yale faculty member must be better than any other applicant in his or her field. But, in fact, the standard used is even higher and less comparative. The applicant must satisfy the conception of excellence considered tenurable by his tenure-granting colleagues. For instance consider this history: the Biology (3) Department at Yale has not granted tenure to an insider for twelve years. This year in a surprising move the appointments and tenure committee of the Biology Department recommended that tenure be granted to an immunologist who had been in the Department for seven years. The committee had considered all other applicants to the Department and had concluded that the insider was, at least, no worse an immunologist than the others it had looked at. Therefore it recommended him for tenure. It was not a frivolous decision. He commanded the respect of a sizeable faction in the Biology Department. He had published two books of high scholarship and many articles. He was, and is, a faculty member of considerable talent. However, the tenure committee of the division (Yale College is divided, for some purposes, into four divisions) denied him tenure. He had not demonstrated, it concluded, sufficient scholarly excellence or standing. Nobody to whom I talked

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Departmental Rights and University Governance

Andrew Brook

The strike at Laval has brought the whole question of the proper role of departments in university governance to the attention of Canadian academics again.

Most Canadian universities currently give substantial weight to departmental recommendations in academic evaluations and decisions, either through articulated and entrenched procedures, or through practices shored up by the weight of local tradition. But this hard-won measure of departmental influence could quite easily be lost again, especially in non-certified universities. In times of financial crisis, the temptation to re-centralize decision-making, especially with respect to individual careers, will become strong in some places; and we seem to be going into a long period of continual crisis. For example, departmental recommendations in favour of promotion have until recently carried a lot of weight in many universities. Just in the last couple of years, however, university-level promotion committees are more and more ignoring these recommendations (and even, in some places, faculty-level recommendations), in favour of their own — often more

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... a strong academic staff association, preferably with legally entrenched powers...

thinks that the Divisional Committee took into account improper factors, nor do they think that the Committee's conclusion about his standing as an immunologist is impeachable.

The truth is that he is not a leading scholar, nor, as yet an important one. He may well be one day and when that happens Yale will doubtlessly attempt to hire him. If they succeed his appointment may well preclude tenure consideration being given to some young internal aspirant.

These events have troubled me and have given rise to some tentative considerations about the grounds upon which it is proper to deny tenure. I am no longer certain that the majority opinion at the AFT Committee meetings was correct or that the Yale methods is beyond the bounds of conscionable university decision-making.

At a basic level, I am worried about the cost in terms of personal injury that flows from applying the standard which is used at Yale. When I mentioned this to one of the faculty at Yale Law School, I was told, "Yale is one of the world's important institutions and it is more important that it continues to contribute to knowledge than that it avoid inflicting any personal injury on its members". His response strikes me as being neither easily dismissable nor inapplicable to Canadian institutions. It is a response which brings to a head the conflict that exists between fairness (and other values which recognize the immorality of hurting persons) and pursuit of the highest levels of scholarship. It can be argued that the Yale standards have no place in Canadian universities. The sizeable gap between the hiring power of Yale and that of most Canadian universities makes ludicrous a tenure system based on comparative assessment or absolute notions of excellence. What is good policy at Yale is not desirable or possible here and we ought, therefore, to choose a tenure system which reflects the values of due process and fairness that we are capable of achieving. I do not think that this conclusion is sound. Tenure decisions based on competitive standards (even though the range of competitors may be small) and standards of excellence (even though we may not give the concept exactly the same content) will, I believe, increase, in the long run, the academic quality of our universities. The justification for this assertion will be explored later in this essay.

The virtues which are vindicated by the Canadian standard (an adequate performance, at least, in teaching, research and administration) are well known. The chief virtue is, I believe, the ability, in applying these standards, to offer reasons for negative decisions and to provide hearings and, subsequently, appeals from negative decisions. Academic due process is a notion with potential (or

tenure decisions based on competitive standards and standards of excellence will increase, in the long run, the academic quality of our universities.

real) substance at Canadian universities because we apply standards which force the decision-makers to identify a specific area of academic deficiency. And when we have academic due process we also have a great chance to eradicate wrongful considerations (such as obnoxious social habits, relentless criticism of the chairman, criticizing the scholarship of colleagues) from tenure decisions. It is not beyond imagination that granting reasons in writing and offering an opportunity to answer criticism can be provided in a system of tenure granting that allows as a reason for denial the presence of better applicants, or the inability to convince colleagues that one is producing significant scholarship. However it simply cannot be denied that the better applicant or important scholarship tests limit severely the ability of an applicant to controvert the impression which is held of him. In the first place it is difficult for most faculty members with five or seven years experience to make a reputation that competes with that of a recognized scholar and in the second place, even if there are no outside senior applicants the standard of "significance and important scholarship" is sufficiently personal and inexact that

anyone is capable of failing to achieve "importance" or "significance" in the eyes of a good number of his or her colleagues. Moreover, when one considers the method of canvassing support which is used at the Yale Law School the efficacy of a hearing evaporates. A person is granted tenure only if two-thirds of those with tenure vote in favour of granting it. As a result, the only reason which can be given to a failed candidate is that he did not create enough interest or enthusiasm to induce people to vote in his favour. If the applicant could confront all those who did not vote in his favour he would be met with the repeated justification that, from what had been seen of the applicant's work, he did not seem to be significant enough for Yale. Establishing wrongful bias in a system like this, although not impossible, is highly unlikely.

These considerations have even greater power if one accepts the position that scholarship and "truth" are not the highest values of universities. There is clearly a greater ultimacy to dignity, say, than to truth and excellence. It may be believed that, whatever the institutional context, humanity and loyalty are more satisfactory contributors to human dignity than even a long term commitment to academic excellence.

non-tenured faculty who have reached the maximum period of stay at Yale without holding tenure have, if lucky, gone off to Texas and Wisconsin, and, if unlucky, unemployment.

Apart from these basic questions there is a further specific cost arising from the use of a comparative standard in granting tenure. Departments will inevitably be broken into two groups: one, of tenured faculty with all the responsibility for appointments, and the other of untenured and powerless faculty. Nothing is clearer than that, under the standards being discussed here, non-tenured faculty may not participate in the decision to grant tenure. First, it will be thought that, in administering and protecting such high standards, the perceptions of unproven junior faculty will not be helpful. Second, a relatively large faction of non-tenured faculty participating in tenure decisions raises the possibility of collusion by those faculty to support applications of all merely competent applicants and, hence, to subvert the standards. While almost no faculty member will collude with others to retain incompetent university teachers and researchers it is possible that many will collude to protect competent junior faculty from being denied tenure in the face of a senior outside scholar or under an inexact and elitist standard.

However, there seem to be other reasons for the almost universal Canadian reluctance to measure tenurability in terms of the applicant's competitive position. The use of the competitive criterion heralds a different kind of departmental aspiration. It indicates a desire to compete on a grander scale than before with all other departments for top notch faculty members. Under the comparative criterion there is no reason not to engage endlessly in an attempt to bring senior people into the department. Under the present Canadian system the initial hiring decision commits the department, barring incompetence, for a long period and cuts down significantly on the opportunity for higher level hiring. It may well be that Canadian universities prefer not to initiate a competitive hiring system. As it now is, very few university departments are so clearly superior to others that it is possible to know how a competitive hiring policy will turn out. Canadian universities may prefer homogeneity to rank ordering. They may prefer it because almost none of them have sufficient confidence to know they will not be reduced by the exercise. They may also prefer it for the more laudable reason that it probably leads to a more even, hence, a more fair allocation of benefits from expenditures on higher education. On the other hand the result may be that few, if any, Canadian universities provide intellectual domination and leadership that transmit to their graduates standards of unmitigated rigour and excellence.

The "better applicant" or "excellence in scholarship" tests have a great deal to be said for them. They induce considerable striving among junior faculty. Indeed the energy expended by young faculty members in the Yale Biology Department is

amazing. And this is so even though no one ever succeeds. The reason for this striving in the face of great odds is due, I suppose, to the belief by each of those faculty members that the unique talents which landed them the job in the first place are going to allow them to become an exception to the general history.

Furthermore this high level of energy in junior faculty has an impact on the scholarly production of tenured faculty. Not many people of intelligence and sensitivity can endure for long their moral revulsion at a double standard. The serious work among the tenure seekers encourages a full effort by all, except, of course, for the truly cynical.

The requirement of high levels of achievement before granting tenure has other positive results. It develops institutional self esteem and, in turn, the desire in individuals to live up to that esteem. It allows the departments to hire more experimentally since hiring does not under normal circumstances necessarily lead to granting tenure. And, finally, it allows departments somewhat more flexibility in recasting their status as academic institutions. If a department through some unique fortuity acquires money or other drawing power it can use these resources to create an academically superior department. In Canadian universities the process of reformation is slow (if not doomed to failure). Dynamic and ambitious leadership, financial advantages and other sources of power will be comparatively futile in a system which has a low standard for moving faculty members from probation to tenure.

However, there is one other argument, more important than all the others, to be made in favour of employing higher standards in granting tenure. That is, the Canadian system may be immoral. Let us suppose that there are three ages, or generations of university teaching: the old (those with tenure), the middle-aged (those who have reached the end of their probationary period and are applying for tenure), and the young (those who are just now applying for university positions). The Canadian system allows the old and the middle-aged to combine to keep the young out of the university. This is not a charge that could have been made ten years ago but it does reflect the present and future reality of hiring. There are not at the present, nor will there be for the next 30 years (when today's recently tenured faculty begin to retire) many opportunities for a career in most areas of university teaching. (4) So, although the use of a higher standard for granting tenure will injure the careers of some of the middle-aged, it will permit the introduction of the young into university teaching. The justification for using the strong charge of immorality to describe the course of events that will unfold if we use only the standard of competence is that we ought not, I think, exclude from teaching, for the next 20 or 30 years, potentially brighter and better young persons. This is not to suggest that the young are necessarily more intelligent than the middle-aged but only that in the nature of things the best of each succeeding generation will be better than all but the best of the

non-tenured faculty participating in tenure decisions raises the possibility of collusion by the faculty to support applications of all merely competent applicants and, hence, to subvert standards.

present mid-generation faculty members and they ought not systematically be excluded. It would not be a wise use of our nation's thin layer of intelligence. Not to reformulate our tenure standards will keep Canadian universities from being as excellent as they might be.

It might be argued that there will always be some hiring in all university departments, even if not at the rate of the 1960's, and that the best of each succeeding generation can be chosen at the time of hiring. Certainly if the best can be discerned at the point of hiring any argument for more stringent tenure standards fails. But I do not think that even under the most careful hiring procedure it is possible to judge anything more than that the applicant will not be lazy and unintelligent. Whether he or she will illuminate in important ways the methods and thinking of his or her discipline will not be known until there has been a chance for scholarly research, writing and pedagogic thoughtfulness.

In light of this inability at the hiring stage to make

Cont'd on p. 16

REDUCED RATES INCREASED LIMITS

All members of the C.A.U.T. under age 70 are welcome to apply for the Canadian Association of University Teachers low cost Life Insurance and/or Personal Accident Insurance plans. Coverage may be continued until the end of the payment period in which you become age 70.

LIFE INSURANCE

Choose...

\$20,000 or \$40,000 or \$60,000 or \$80,000 or \$100,000 or \$150,000 or \$200,000 of Life coverage to begin or expand valuable protection. Benefits in a lump sum are paid upon death from any cause to any beneficiary you name. You pay less for the C.A.U.T. plan than you would normally pay on an individual basis.

You save money

Because you share in your association's collective buying power, and Because simplified enrollment procedures cut administrative costs.

Conversion privilege?

If you cease to be a member of the C.A.U.T. or, when you reach age 70, you are guaranteed the opportunity to convert your Life Insurance to one of a number of individual policies, except Term Insurance, at standard rates, regardless of your health or occupation.

Medical?

If you are applying for \$20,000 or \$40,000 of Life Insurance and are age 50 years of age or less, physical examinations are usually not required.

Just complete the short health statement on the enrollment form. If you are applying for \$60,000 or more of Life Insurance or are age 50 or over, you will be advised to undergo a current medical examination subsequent to receipt of your enrollment form, at

the expense of the Prudential. The insurance company reserves the right to request a current medical examination prior to issue of coverage. Medical examinations are not required for the Personal Accident Insurance Plan.

Exclusions?

For Life Insurance benefits there are none. Proceeds are payable in the event of death from any cause.

AMOUNTS OF LIFE INSURANCE AND COSTS

* AT AGE 61, LIFE INSURANCE AMOUNTS ARE REDUCED 50% TO THE AMOUNTS SHOWN.

Member's Age	\$20,000*		\$40,000*		\$60,000*		\$80,000*		\$100,000*		\$150,000*		\$200,000*	
	Semi-Annual Cost	Annual Cost	Semi-Annual Cost	Annual Cost	Semi-Annual Cost	Annual Cost	Semi-Annual Cost	Annual Cost	Semi-Annual Cost	Annual Cost	Semi-Annual Cost	Annual Cost	Semi-Annual Cost	Annual Cost
30 & under	\$12	\$24	\$24	\$48	\$36	\$72	\$48	\$96	\$60	\$120	\$90	\$180	\$120	\$240
31-40	17	34	34	68	51	102	68	136	85	170	128	255	170	340
41-50	40	80	80	160	120	240	160	320	200	400	300	600	400	800
51-60	128	256	256	512	384	768	512	1,024	640	1,280	960	1,920	1,280	2,560
COVERAGE REDUCES TO														
	\$10,000		\$20,000		\$30,000		\$40,000		\$50,000		\$75,000		\$100,000	
61-64	116	232	232	464	348	696	464	928	580	1,160	870	1,740	1,160	2,320
65-69	169	337	337	674	506	1,011	674	1,348	843	1,685	1,264	2,528	1,685	3,370

Amount and costs are based on your age on the date you enroll and will change on subsequent annual or semi-annual anniversaries of our effective date when you enter new age brackets. No premiums for coverage during total disability — If you, as an insured

member, become totally disabled before age 60 and remain totally disabled continuously for at least 9 months, your Life coverage will be continued up to age 70 at no cost as long as you remain totally disabled.

FAMILY LIFE INSURANCE COVERAGE?

You can also obtain a Life Insurance Plan for your spouse and each one of your eligible children. Your spouse is eligible as long as you are not legally separated. Your children, adopted, foster and stepchildren are eligible if they are more than two weeks old.

Unmarried children age 19 or over are also eligible provided they depend wholly upon you for support and maintenance and are full-time students in an educational institution.

Insurance for your dependents becomes effective immediately following approval of your enrollment form.

Dependent's insurance terminates when they become ineligible or when your coverage terminates.

You may insure yourself only or yourself and your family. Once you have family coverage all new eligible dependents are insured automatically at no additional cost! You are always the beneficiary of your dependent's coverage.

Family coverage is provided in the following amounts:

Spouse	\$5,000	
Children		
age 14 days or less than one year	\$100	
age 1 year or over	\$1,000	
The dependent insurance costs are outlined below.		
These costs include coverage for all of your eligible family, excluding yourself.		
Year	Semi Annual	Annual
Age	Cost	Cost
30 and under	\$3.75	\$7.50
31-40	4.75	9.50
41-50	11.00	22.00
51-60	29.50	59.00
61-64	50.00	100.00
65-69	71.00	142.00

Change to individual policies

If you should die or cease to be a member of the C.A.U.T., the life insurance for your dependents will be continued until the end of the premium payment period anniversary date plus an additional 31 days. During this period, arrangements may be made to change each dependent's insurance, without a medical examination, to one of a number of Prudential individual life insurance policies, to become effective at the end of the 31 day period. The premium will be the amount that would ordinarily be paid if an individual policy were obtained for the dependent at that time. This privilege is also available when a child's insurance is terminated because the child ceases to be eligible as explained under "Family Life Insurance Coverage".

PERSONAL ACCIDENT INSURANCE

Choose...

\$50,000 or \$100,000 of Personal Accident Insurance coverage. Benefits in a lump sum are paid for any one of the following losses as the result of an accident: Loss of Life Full Amount of Personal Accident Insurance (Paid to your beneficiary)

Loss of:	Full Amount of Personal Accident Insurance (Paid to you)
Both hands,	
Both feet,	
Sight of both eyes,	
One hand and one foot,	
One hand and sight of one eye or leg	
One foot and sight of one eye	
Loss of:	One-half the Amount of Personal Accident Insurance (Paid to you)
One hand,	
One foot, or	
Sight of one eye	

The total payment for any one accident may not be more than the amount of Personal Accident Insurance in effect at the time of the accident. As a member of C.A.U.T. you can have your Personal Accident Insurance plan at economical rates. You pay less for the C.A.U.T. plan than you would normally pay on an individual basis.

What does this insurance cost?

If you choose \$50,000 your annual cost will be \$30.00. If you choose \$100,000 your annual cost will be \$60.00.

Medical?

No medical examination is required for Personal Accident Insurance.

Exclusions?

Personal Accident Insurance benefits will not be paid for any loss which occurs more than 365 days after the accident, nor losses resulting from war, suicide, attempt at suicide, bodily or mental infirmity or disease, infections other than that which occur with and through an accidental cut or wound, or travel in any moving aircraft unless (a) the individual has no duties aboard the aircraft and is not giving or receiving training, and (b) the aircraft is a civilian aircraft licensed to carry passengers, or its military equivalent, and piloted by a qualified licensed pilot or military equivalent.

Beneficiary?

You may name any beneficiary you wish. You may also divide the proceeds of your insurance among two or more individuals or organizations, in equal or unequal shares. If you are naming more than one beneficiary, please indicate the percentage of the total amount for each person or organization you are naming. You may change your beneficiary designations at any time.

That's all

Your LIFE INSURANCE becomes effective immediately following approval of your enrollment form.

Your PERSONAL ACCIDENT INSURANCE becomes effective upon receipt of your enrollment form and payment.

Policy

For simplicity, these plans are described in a general manner in this announcement. The extent of the insurance for each member and dependent is governed at all times by the complete terms of the master Group Insurance Policy issued to the Canadian Association of University Teachers' Insurance Trust.

To apply?

It's easy...

1. Complete the Life Insurance and/or the Personal Accident Insurance enrollment form which is enclosed in the attached envelope, and
2. Mail it, together with your cheque or money order, made payable to "KANATIA- C.A.U.T. INSURANCE TRUST" to cover the cost of the first premium, in the envelope provided. Please do not send cash.

Billings, changes, inquiries and claims will also be handled by mail. All of this helps to keep your cost down.

All correspondence should be directed to:

KANATIA

Consulting & Administration Inc.
P.O. Box 3528 Stn. "C"
Ottawa, Canada
K1Y 4G1

UNDERWRITTEN BY



Prudential

LIMITES PLUS HAUTES COÛT RÉDUIT

Tous les membres de l'A.C.P.U. âgés de moins de 70 ans peuvent demander à bénéficier des combinaisons d'assurance-vie et/ou d'assurance personnelle en cas d'accident, de l'Association Canadienne des Professeurs d'Université, fournies à un coût modique. La protection d'assurance peut être continuée jusqu'à la fin de la période de paiement au cours de laquelle vous atteignez l'âge de 70 ans.

ASSURANCE-VIE

Vous choisissez entre...

\$20,000 ou \$40,000 ou \$60,000 ou \$80,000 ou \$100,000 ou \$150,000 ou \$200,000 d'assurance-vie pour commencer ou élargir une protection de grande valeur. À votre décès, quelle qu'en soit la cause, des prestations en une somme globale sont payées au bénéficiaire que vous aurez désigné. Vous payez moins pour le combinaison d'assurance de l'A.C.P.U. que ce que vous payeriez normalement si vous souscriviez à titre individuel.

Vous économisez

● parce que vous participez au pouvoir d'échec collectif de votre association, et
● parce que les formalités d'admission simplifiées réduisent les frais d'administration.

Droits de conversion

Si vous cessez d'être membre de l'A.C.P.U. ou quand vous atteignez l'âge de 70 ans, l'occasion de transformer votre assurance-vie en l'une quelconque d'un certain nombre de polices individuelles à l'exception de l'assurance temporaire dont le souscription est offerte, d'un tarif ordinaire, vous est garantie, sans égard ni à votre état de santé ni à votre occupation.

Examen médical

Habituellement les examens médicaux ne sont pas nécessaires si vous faites une demande

d'assurance-vie pour \$20,000 ou \$40,000 et que vous soyez âgé de 50 ans ou moins. Il vous suffit de remplir la brève déclaration relative à votre santé qui se trouve sur la formule d'inscription. Si vous faites une demande d'assurance-vie pour \$60,000 ou plus ou que vous soyez âgé de 50 ans ou plus, on vous demandera de subir un examen

médical aux frais de la Prudentielle dès réception de votre formule d'inscription. La compagnie d'assurance se réserve le droit d'exiger un examen médical avant d'accorder la garantie d'assurance. Aucun examen médical n'est requis pour l'assurance personnelle en cas d'accident.

Exclusions

Il n'y en a pas en ce qui concerne les garanties d'assurance-vie. Les produits sont payables dans le cas d'un décès dû à n'importe quelle cause.

MONTANTS D'ASSURANCE-VIE ET COÛTS

	\$20,000*		\$40,000*		\$60,000*		\$80,000*		\$100,000*		\$150,000*		\$200,000*	
Age du membre	Coût Semestriel	Coût Annuel	Coût Semestriel	Coût Annuel	Coût Semestriel	Coût Annuel	Coût Semestriel	Coût Annuel	Coût Semestriel	Coût Annuel	Coût Semestriel	Coût Annuel	Coût Semestriel	Coût Annuel
Jusqu'à 30 ans	\$12	\$24	\$24	\$48	\$36	\$72	\$48	\$96	\$60	\$120	\$90	\$180	\$120	\$240
de 31 à 40 ans	17	34	34	68	51	102	68	136	85	170	128	256	170	340
de 41 à 50 ans	40	80	80	160	120	240	160	320	200	400	300	600	400	800
de 51 à 60 ans	128	256	256	512	384	768	512	1,024	640	1,280	960	1,920	1,280	2,560
LA PROTECTION EST RÉDUITE À														
	\$10,000		\$20,000		\$30,000		\$40,000		\$50,000		\$75,000		\$100,000	
de 61 à 64 ans	118	232	232	464	348	696	464	928	580	1,160	870	1,740	1,160	2,320
de 65 à 69 ans	168	337	337	674	506	1,011	674	1,348	843	1,685	1,264	2,528	1,685	3,370

* À l'âge de 61 ans, les montants d'assurance-vie sont réduits de 50%.

Les montants et les coûts sont calculés d'après votre âge à la date à laquelle vous vous inscrivez et changeront aux anniversaires annuels ou semi-annuels subséquents de la date de prise d'effet de votre assurance quand vous changerez de groupe d'âge. Aucune prime à payer pour la protection procurée durant une invalidité totale

— Si vous, en tant que membre assuré, devenez totalement invalide avant l'âge de 60 ans, et demeurez totalement invalide d'une façon continue pendant au moins 90 jours, votre protection d'assurance-vie sera continuée jusqu'à l'âge de 70 ans sans aucuns frais de votre part, tant que vous demeurerez totalement invalide.

PROTECTION D'ASSURANCE-VIE POUR LA FAMILLE

Vous pouvez également souscrire une combinaison d'assurance-vie sur la tête de votre conjoint et de chacun de vos enfants admissibles. Votre conjoint est admissible tant que vous n'êtes pas séparés légalement; ainsi que vos enfants vivant sous votre toit, qu'ils soient adoptés légalement ou non, ou nés d'un mariage antérieur de votre conjoint sont admissibles s'ils sont âgés de plus de deux semaines. Les enfants célibataires âgés de 19 ans ou plus sont également admissibles à condition qu'ils

soient entièrement à votre charge quant à leur soutien et entretien et qu'ils soient inscrits comme étudiants à plein temps dans un établissement d'enseignement.

L'assurance dont bénéficient vos personnes à charge prend effet dès l'approbation de votre formule d'admission.

La protection d'assurance des personnes à charge se termine quand celles-ci cessent d'être admissibles ou quand votre protection d'assurance se termine.

Vous pouvez vous assurer seul, ou bien vous assurer avec votre famille. Une fois que vous avez une protection pour la famille, toutes les nouvelles personnes admissibles, qui seront plus tard à votre charge, seront assurées de plein droit sans aucuns frais additionnels. Vous serez toujours le bénéficiaire de la protection d'assurance des personnes à votre charge.

Voici les montants de la protection pour la famille:

Conjoint \$5,000

Enfants âgés de 14 jours ou moins de moins d'un an 100

d'un an ou plus 1,000

Le coût de l'assurance qui est donné ci-dessous comprend celui de la protection procurée à tous les membres admissibles de votre famille à l'exclusion de vous-même.

Age du membre	Coût semestriel	Coût annuel
Jusqu'à 30 ans	\$3.75	\$7.50
de 31 à 40 ans	4.75	9.50
de 41 à 50 ans	11.00	22.00
de 51 à 60 ans	29.50	59.00
de 61 à 64 ans	50.00	100.00
de 65 à 69 ans	71.00	142.00

Souscription d'une police individuelle

Dans le cas de votre décès ou si vous cessez d'être membre de l'A.C.P.U., l'effet de l'assurance-vie de vos personnes à charge se prolonge jusqu'à la fin de la période couverte par la prime et durant 31 jours supplémentaires. Au cours de cette période, les dispositions nécessaires peuvent être prises pour remplacer l'assurance de chacune de vos personnes à charge, sans examen médical, par une des polices individuelles d'assurance-vie que la Prudentielle donnera à choisir. Cette police prendra effet dès la fin du délai de 31 jours et la prime sera la même que celle qui serait payée si une police individuelle était alors souscrite pour votre personne à charge. Cet avantage est aussi accordé lorsque l'assurance d'un enfant prend fin parce qu'il cesse d'être admissible tel qu'il est expliqué dans l'article "Protection pour la famille".

ASSURANCE PERSONNELLE EN CAS D'ACCIDENT

Vous choisissez entre...

\$50,000 ou \$100,000 d'assurance personnelle en cas d'accident. Des indemnités sont versées en une somme globale dans le cas d'une des pertes ci-dessous, causée par un accident quelconque:

Perte de la vie le somme garantie par l'assurance (versée à votre bénéficiaire)

Perte:
des deux mains, le somme
des deux pieds, garantie
de la vision des deux yeux, per
d'une main et d'un pied, l'assurance
d'une main et de la vision (vous est
d'un oeil, ou versée)
d'un pied et de la vision
d'un oeil versée)

Perte:
d'une main le moitié de
d'un pied, ou de la le somme
vision d'un oeil garantie per
l'assurance (vous est versée)

Le paiement total effectué à la suite d'un accident ne peut pas dépasser la somme garantie par l'assurance au moment de l'accident.

En tant que membre de l'A.C.P.U., vous pouvez bénéficier de la combinaison d'assurance personnelle en cas d'accident à un tarif économique. Vous payez moins pour la combinaison d'assurance de l'A.C.P.U. que ce que vous payeriez normalement si vous souscriviez à titre individuel.

Coût de l'assurance

Si vous choisissez \$50,000 votre coût annuel est de \$30.00. Si vous choisissez \$100,000 votre coût annuel est de \$60.00.

Examen médical

Aucun examen médical n'est requis pour l'assurance personnelle en cas d'accident.

Exclusions

Aucune prestation n'est allouée en raison de l'assurance personnelle en cas d'accident pour toute perte qui se produit après les 365 jours qui suivent l'accident ou qui est causée par une guerre, un suicide, une tentative de suicide, une infirmité ou une maladie corporelle ou mentale; des infections, autres que celles résultant d'une coupure ou d'une blessure accidentelle, un voyage à bord d'un aéronef en mouvement à moins que (a) le personnel n'exerce aucune fonction à bord de l'aéronef, et ne donne ni ne reçoive une formation quelconque et (b) l'aéronef ne soit un appareil civil de locomotion aérienne autorisé à transporter des passagers ou l'équivalent militaire d'un tel appareil et qu'il ne soit manœuvré par un pilote légalement autorisé à exercer sa profession ou par l'équivalent militaire de ce dernier.

Bénéficiaire

Vous pouvez nommer le bénéficiaire que vous désirez. Vous pouvez également diviser les sommes payables en raison de votre assurance entre deux ou plusieurs personnes ou institutions, en parts égales ou inégales. Si vous désignez plus d'un bénéficiaire, précisez le pourcentage du montant total qui reviendrait à chaque personne ou institution désignée. Vous pouvez changer à n'importe quel moment les bénéficiaires que vous désignez.

C'est tout

Votre ASSURANCE-VIE prend effet dès l'approbation de votre formule d'admission. Votre ASSURANCE PERSONNELLE EN CAS D'ACCIDENT prend effet dès que nous recevons votre formule d'admission, et votre paiement.

Police

Afin que les combinaisons d'assurance soient plus faciles à comprendre, elles ont été décrites d'une façon générale dans cette brochure. L'étendue de l'assurance souscrite pour chaque employé et personne à charge est régie en tout temps par la totalité des modalités de la police-maitresse d'assurance collective émise au Fonds d'Assurance de l'Association Canadienne des Professeurs d'Université.

Comment présenter sa proposition

Rien de plus facile...

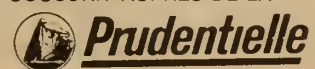
1. Remplissez la formule d'admission relative à l'assurance-vie et/ou à l'assurance personnelle en cas d'accident qui se trouve dans l'enveloppe ci-jointe et
2. envoyez-la, accompagnée de votre chèque ou mandat libellé à l'ordre de KANATIA-ADMINISTRATEUR DE L'ASSURANCE DE L'A.C.P.U. en paiement de votre première prime, dans l'enveloppe fournie à cet effet. N'envoyez pas d'argent par la poste. Les bordereaux, les changements, les demandes de renseignements et les demandes de règlement se feront également par courrier. Tout cela contribue au maintien d'un coût modique.

Toute correspondance doit être adressée à:

KANATIA

Consulting & Administration Inc.
C.P. 3528 Station "C"
Ottawa, Canada
K1Y 4G1

SOUSCRIT AUPRÈS DE LA



Reply to Professor John Whyte

Donald C. Savage

Professor Whyte will not be very surprised, I am sure, to discover that I do not find his arguments persuasive. He has two concerns which merge into each other — how to maintain and improve quality and how to ensure access to the profession. He lays stress on the immorality of the present situation on the grounds that it excludes junior faculty from permanent positions and shields the middle-aged from competition by those younger than themselves.

Yet I am sure that his proposals would have an effect just the opposite of what he suggests. If the post of every untenured faculty member ceases at the end of the probationary period and a new job competition is held in which the candidate may participate if he or she wishes; then, in this day of increasing lay-offs and difficulties of securing jobs, there will be a flood of applications. I know of posts in Canada that have been advertised and have drawn 600 replies. You can be sure that among the applicants will be middle-aged professors with strong paper qualifications. Any committee that has to justify its decisions (even to itself) will be strongly motivated to hire the senior person who has had the time to do research, publish, secure awards and the like rather than the junior faculty member who has been at work for four years, has published some good articles, finished a Ph.D. and has an excellent teaching record. In other words the open competition is sure to freeze out promising junior faculty.

Professor Whyte admits this himself when he describes the Yale system at the beginning of the article — "Tenured positions were filled by senior 'superior' scholars" or "Casey and Morawetz have been industrious and excellent teachers for eight or nine years but they can't be expected to have the same credentials as someone 15 years older". Professor Whyte's solution would lead exactly to where we are now: a pool of junior untenured faculty members with less and less chance to secure a tenured post as the pressure of demography bears down on us in the eighties. It seems to me that the concept of a genuine probationary appointment with consideration for tenure is much more likely to ensure that a few junior faculty members secured tenured posts and thus preserve some continuity of the generations. I agree that there is a generational problem in the universities but I do not think that his solution will change it.

Professor Whyte's second concern is quality and

how to improve it. But it really is the same question. Quality demonstrated in the past? or potential quality? I think the university must opt for potential quality in the case of tenure hearings. I have always believed that if a successful candidate does not perform the university should make use of its dismissal procedures or adapt the system of efficiency bars from the civil service for less draconian pressures.

I suppose in the end I opt for a system of due process rather than a Venetian oligarchy because of a certain scepticism about human nature. How long will an unfettered oligarchy maintain the purity of the faith? When will those irrational matters which Professor Whyte alludes to intrude themselves? What happens when merit becomes the code word for the maintenance of a particular way of looking at a discipline or a particularly ideology, be it of the left or the right. After all it has been argued that some recent decisions of the economics department at

Professor Whyte's solution would lead to a pool of junior untenured faculty members with less and less chance to secure a tenured post...

Harvard were motivated by ideology rather than by merit. And Professor Whyte knows from his experience of the Academic Freedom and Tenure Committee the quasi-theological fervours that sweep from time to time through social science departments. Nor is this unique to social science departments. I think that the system of due process tenure hearings favoured by CAUT is more likely to allow dissenting faculty through the screen.

But I believe that the problem lies elsewhere. Governments expanded universities and created expectations. When they ceased to secure public acclaim for this and when the student numbers no longer justified lucrative building contracts, the politicians chose to cut back.

Our pressure should not only serve the interest of particular universities, but it should be directed as well at the shameful way in which governments have been cutting back research work thus making the job market that much worse, not to mention the ill-conceived under-funding of our university libraries

A system of due process rather than a Venetian oligarchy...

which makes quality research that much more difficult.

We should focus our energies on the political process. There are things we can do internally to increase mobility. We can try to secure government guarantees for university pension plans which would allow equitable optional early retirement along the lines of the federal civil service. If universities tried it themselves, they would, alas, go bankrupt. We could adopt procedures which would allow senior faculty to opt for tenured half-time positions with fringe benefits, tenure and pension rights maintained. The faculty association at Carleton favoured this move during the negotiation of its first contract but the administration was not prepared to grant the continuation of tenure and of benefits. I have never liked the development of a pool of untenured faculty moving from one term appointment to another with drastically curtailed rights and benefits. Yet this is what is happening now. Professor Whyte's solution would only exacerbate it. I have offered a few suggestions but I recognize that this is a matter of the gravest consequence for the university and that there are no pat solutions. I hope others will join us in this debate.

Donald C. Savage is Professional Officer with the CAUT and is former Executive Secretary of the Association.

Einstein... from p.

the distinctions that ought to be made we ought to adopt a tenure system that allows a relatively high number of people to try to demonstrate their scholarly capacity. The best way to do that may be to have a tenure system which picks out the most serious scholars and leaves space for the next generation to enter the university.

Finally, and perhaps as an act of timidity, I should note that this account of my thinking about the problem of proper standards for tenure decisions is not so much a plea for a change in Canadian universities as it is a suggestion that we need to open the debate over our aspirations for Canadian universities and Canadian university faculty and how we might meet those aspirations. (5)

John Whyte is Associate Professor of Law, Queen's University, Kingston.

NOTES

1. D. Savage, "The Tenure Clause Finder" (CAUT, multilith, 1975) 13. The paragraph from which the title is taken is as follows:

Finally there is the Einstein syndrome. Is it sufficient for the department in question to argue that they can secure a better candidate and for this reason deny tenure? If this is put in purely theoretical terms, the department could always argue that somewhere in the world there was indeed a better candidate and that they would be justified in denying tenure because they could indeed prove that there were better candidates. This would be absurd. But what happens if indeed there is another actual candidate for the post?

Professor Savage argues that it should not be a ground for denying tenure.

2. "Philosophy refuses tenure to DUS, DGS," Yale Daily News, Vol. 98, No. 120 (14 April, 1976) 1.
3. Since the events described here are not a matter of public record I have, for obvious reasons, changed the name of the department and the field of specialization.
4. Assuming, that is, a constant university enrolment and a more or less constant level of financial support. The children of the members of the post-war baby boom should cause a slight upsurge in enrolment starting at the end of the 1980's.
5. I am indebted to Professor Bruce Ackerman of the Yale Law School who suggested to me the idea of inter-generational conflict in university tenure policy and to Professors C.T. Asplund and Kerry McSweeney of Queen's University who read and criticized an earlier form of this paper.

SOCIOLOGY and ANTHROPOLOGY

BRANDON UNIVERSITY. Department of Sociology and Anthropology.
POSITION: Chairman. Qualifications required: Ph.D. in social anthropology with research and substantial teaching experience in one or more of the following areas — anthropological theory and method; kinship and family systems Canadian subcultures political anthropology. Associate Professor or Full Professor: salary negotiable.

Send application, Vita, references, and graduate transcripts to: Dr. Erasmus D. Monu, Acting Chairman, Department of Sociology and Anthropology, Brandon University, Brandon, Manitoba R7A 6A9. Effective date of appointment: July 1, 1977.

SOCIOLOGY and ANTHROPOLOGY

BRANDON UNIVERSITY. Department of Sociology and Anthropology.
POSITION: Lecturer or Assistant Professor for a one-year (possibly two-year) appointment as sabbatical replacement.
Qualification required: Ph.D. or near Ph.D. with Canadian experience. Applicants should have preparation and teaching experience in one of the following combinations of courses: social organization and the family; social psychology and criminology; social stratification and social change. Salary Range: Assistant Professor - \$16,000 Lecturer \$14,000. Send application, vita, references, and graduate transcripts to Dr. Erasmus D. Monu, Acting Chairman, Department of Sociology and Anthropology, Brandon University Brandon, Manitoba R7A 6A9.
Effective date of appointment: September 1, 1977.

stringent and less rationalized — judgements.

Thus there is a need to look again at the question of the proper role of departments in university decision-making, and this need exists even in those universities where at present the issue is not pressing. We need our arguments and goals clear for the day when it may become pressing again.

The reason for allowing departmental committees a substantial role in academic career decisions such as tenure and promotion is pretty obvious. Such decisions involve complicated academic assessments (or should), and such assessments can be made most accurately by one's disciplinary peers. Exactly the same arguments applied to curriculum development, academic planning as it involved a particular discipline, and so on.

Less obviously, departmental deliberations and decisions can be given too much power. For the past few years, and into the foreseeable future, there has been a fairly intense inter-departmental competition for scarce resources within many universities. Also, the boom-and-bust atmosphere in which universities grew at a wildly accelerated rate in the sixties and then suddenly had to stop in the seventies introduced many imbalances in the internal distribution of resources, imbalances currently being aggravated by changes in student interest. Where departments have a great deal of local autonomy, or local power, it can become very difficult to distribute a university's resources equitably among competing departments. And it can become even more difficult to correct existing inequities in resource distribution.

Transfer of academic staff from departments which are 'over-staffed' (by the dubious standards of the present time) to departments which are understaffed is one of the least painful ways to correct imbalances of resources. In every university a few such transfers could be made immediately, in a way which would both meet high academic standards and help correct imbalances. Yet I know of a case where a badly understaffed department simply refused to receive a well-qualified member from a badly over-staffed department. Because of a local tradition of departmental autonomy (or at any rate veto) in appointment decisions, they got away with it!

the hard-won measures of departmental influence on academic evaluations and decisions would quite easily be lost again, especially in non-certified universities.

This example raises the central dilemma we all face when trying to define a proper role for departmental recommendations. We have really, three models available to us. One is the model of decentralized *de facto* multi-cameralism, in which each department (or similar unit) has the power to force a decision, on at least some questions. The second is the model of limited multi-cameralism, in which departments do not have the power to force a decision, but do have the power to veto any decision of which they disapprove. The third is the model of the very limited power to offer advice and recommendations, which perhaps must be received, but which can then be ignored. The dilemma is that none of these models is satisfactory.

The first model would result in a situation in which the total of all the various departmental decisions would call for resources far in excess of what a university as a whole has available. The practical effect of that would be to strengthen the hand of departments in a strong market position even further, and thus make it even easier for them to command the lion's share of what is available.

The second model also has that danger, though in an attenuated form. It has the danger, too, of frustrating university-wide policies, such as inter-departmental transfers, which would benefit the university as a whole to an extent which would far outweigh any inconvenience to a single department. (This is a danger of the first model, too, of course).

The third model, on the other hand, leaves departments too weak. In particular, it leaves them unable to insist that academic career decisions be made on the basis of standards appropriate to the

Dans le son article, le Pr Brook dit que la grève d l'Université Laval est une des raisons urgentes qui commandent de mener une vaste réévaluation du rôle propre aux départements dans l'élaboration des décisions universitaires. Ce besoin existe, selon le Pr Brook, même dans les universités où la question ne se pose pas dans l'immédiat.

En ce qui concerne l'avenir, le Pr Brook suggère d'adopter les trois étapes suivantes dans l'établissement d'un authentique multi-caméralisme dans les universités. Premièrement, un mécanisme qui assure que les recommandations des départements soient prises en sérieuses considération; deuxièmement, un sénat puissant doté de pouvoirs légalement institués; et troisièmement, une solide association du personnel, préférablement dotée de pouvoirs légalement institués...

discipline in question. The promotion situation which I cited earlier is a good example of this weakness.

It seems to me that the best way out of the dilemma is to adopt the third model, and attempt to introduce factors to compensate for its inadequacies. This solution is far from ideal — the dilemma cannot be entirely avoided. But it is the best one available, because in times of scarcity the need to make distribution decisions from the standpoint of the good of an institution as a whole cannot be allowed to be totally frustrated by pockets of power within an institution. There certainly should be checks and projections to ensure that such central decisions are not arbitrary. Perhaps there is even a need for mechanisms to impede the flow of such decisions at certain points, and for a certain period. But we cannot accept mechanisms which would frustrate the process entirely, not if we want universities to be as well-rounded as present resources allow.

To compensate for the inadequacies of the third model, we can look to three things. The first is a mechanism which ensures that departmental recommendations must be taken seriously. This requires two things: procedures which insist that departmental recommendations be received, and a grievance procedure (backed by a strong academic staff association) which ensure that the decisions which result are equitable.

The second is a strong Senate, with legally entrenched powers, so that the final decisions on matters of academic policy are made by our peers. Senates are well-placed to consider an institution as a whole and are in the second-best position to ensure that the standards peculiar to each discipline are respected.

The third is a strong academic staff association, preferably with legally-entrenched powers so that what it is able to negotiate cannot subsequently be ignored or over-turned. Few academic staff associations have been able to ensure that resources for growth are distributed fairly or rationally. That is a task which Senates, where they control (instead of merely advising on) academic policy, should be able to do. But academic staff associations can, and should, ensure that resources are distributed fairly to academics already on staff. They can ensure that academic career decisions are made by academics (e.g. by university-promotion committees dominated by academics). And, through appropriately written

where departments have a great deal of local autonomy, it can become very difficult to distribute a university's resources equitably among competing departments.

procedures for tenure, promotion, etc., they can ensure that individuals are judged by standards appropriate to their discipline. To ensure this, however, faculty associations must also provide grievance and arbitration provisions which generate binding decisions and which can test not only procedural soundness but also equity and reasonableness.

Thus, in my view, a strong Academic Staff Association — and a strong Senate — are the means to correct the inadequacies of the third model of the role of departments in decision-making. The third model is in fact a fair approximation of the situation in many universities. Many universities are also enjoying increasingly effective academic staff associations.

Professor Brook teaches Political Science at Carleton University.

Improving Teaching: Some trends in methodology

Report on Teaching: 2. Change Magazine, New Rochelle, N.Y. July 1976. Pp. 72. \$1.00.

This Report on some notable improvements in the teaching of undergraduate biology, English, and political science in American colleges and universities — the second in a series that will cover the major disciplines — follows the format established in the earlier Report: descriptions of four exceptional learning experiences in each of three disciplines, along with shorter accounts of a few other instructional innovations, are given, accompanied by bibliographical references of further descriptions in disciplinary journals, identification of course directors and other institutions offering similar programs. In addition, the second Report mentions ten essential works drawn from an extensive annotated bibliography on college and university teaching available from the publishers. A subject index classifies the contents of both Reports under teaching strategies, focus and direction of studies, evaluation, and course management.

Perhaps there is as much to be learned from the second Report about the probable future direction of undergraduate curricula in the natural sciences, the social sciences, and the humanities, as about current trends in teaching methods. The issues of *what* to teach and *how* to teach cannot be divorced from the question of *to whom* it is to be taught. In response to the preferences of a largely career-oriented student generation, some significant trends are emerging in the modes of presentation of the subject matter of the traditional disciplines.

Traditional biology programs are rapidly becoming anachronisms as they drift further from the needs both of students and of society, according to the American Institute of Biological Sciences. They neglect the contemporary career patterns that require mobility, flexibility, and adaptability on the part of the learner. A symptom of this condition is the inclination of students to seek out the "other biology," courses that apply broad biological understanding to fields that reflect concern for the environment, energy, and health-related topics. Accordingly, the AIBS committee has recommended that biological education should improve the adaptability of individuals and society to rapid change brought about by advances in biological knowledge, emphasize the role of biology education in social, political, and economic decisions, and encourage pedagogical alternatives in biological education that

will further these goals. Many of the innovative courses described in this Report appear to have been developed in response to this challenge, and reflect the interest in biology as it pertains to every citizen's life, environment, mental and physical health, and political decisions.

Undergraduate English students continue to abandon traditional survey courses, period specializations, and historical approaches, to study literature on their own terms through science fiction, psychology and literature, film, fantasy, children's literature, and modern writers — the "other English." Teaching faculty, on the other hand, struggle to find effective ways to present a subject they never planned to teach and attempt to explore the middle ground between weak popularization and sound democratization. At the same time, their efforts to teach the skills of literacy to often unwilling or unprepared students are complicated by the absence of a unifying theory to support their instructional methods and by the fact that the teaching of writing is more required than rewarded by the profession itself.

In contrast to conventional curricula in political science, with their emphases on historical background and systematic, theoretical analysis, the "other political science" provides career-related study for undergraduate majors as well as the analytical skills useful to those pursuing professional training outside the discipline. In addition to the usual lectures and seminars, recent developments in pedagogical methods include internships and field work, personalized and peer instruction, data analysis exercises, simulations and games, all of which stress the immediacy of the relationship between political science and the world it studies.

In addition to the general movement to strengthen the relationship between course offerings and the future career world of students, a democratizing trend is noticeable. Increasing attention is now paid to the plight of the underprepared or culturally disadvantaged students. For example, in southern California, a special biology program for unqualified and educationally disadvantaged students — various ethnic groups, high school dropouts and failures, parolees — has raised significantly the number of minority-group students majoring in the natural sciences and reduced their failure and dropout rate. A competency-based College Level Literacy Program for Navajo Indians, involving a bilingual and bicultural emphasis, demonstrates the use of psycholinguistic and sociolinguistic approaches to the teaching of English. Conventional attitudes towards the treatment of educationally deprived students have been opened to question following the introduction of a Proctorial System of Instruction — a variant of the Keller Method which stresses in-

terpersonal self-paced instruction — in a Principles of Government course having a substantial enrolment of Spanish-American students. Canadian educators will be interested to examine their applicability to the local scene.

While it is improbable that the lecture system will ever wholly be abandoned, various attempts are being made to modify the power relationships inherent in the conventional authoritarian "top-down" system of instruction through the development of collaborative learning and peer tutoring programs, mainly in the humanities. The familiar "writing lab," ordinarily conducted by departments of English, has adopted this mode of operation to improve simultaneously the writing and tutoring skills of students by pairing them according to their respective needs and abilities under faculty supervision. Occasionally, the writing lab extends its services to graduate students, faculty, and members of the general community through such innovative service courses as Editing and Publishing and The Teaching of High School Composition. Adherence to an ideal of interpersonal learning governs an intensive, total immersion, historical survey course in English literature, which utilizes such devices as revolving discussion leaders, staging plays, revolving discussion material, varying written assignments, and subdividing groups. In another setting, students escape the anonymity of the multiversity through participation in an on-site literature program which relates the material studied to their daily experiences in a rural setting.

In the natural and social sciences, some new teaching strategies are directed to the development of specific investigative and research skills through various forms of programmed learning, self-paced instruction, modularized courses, simulation and games, and computer-related procedures. One alternative to the conventional delivery system is a flexible audio-tutorial approach to introductory botany and zoology which incorporates independent study using actual specimens, a study manual, and a full array of audio-visual equipment. Under development at Purdue University since 1961, the audio-tutorial method is now used in a variety of subject areas and institutions throughout the world. Modifications include computer-delivered minicourses, application in off-campus extension education, and the BIOTECH system of training technicians initiated by the American Institute of Biological Sciences. The American Political Science Association's modularized SETUPS (Supplementary Empirical Teaching Units in Political Science), now in use at 145 colleges and universities, involves students directly in quantitative research based on original computer-

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Nostalgia as History

A. G. Bedford, *The University of Winnipeg: A History of the Founding Colleges*, University of Toronto Press for the University of Winnipeg, 1976, \$15.

College histories are primarily written for insiders. Much time and space is devoted to memorable teachers, academic honours, sports events, dramatic productions, fund campaigns and the like; the result is often little more exciting than a laundry list to those who have not attended the institution which is being chronicled. To insiders, on the other hand, the names are so many aids to nostalgia, and therein probably rests the main reason for the survival of this kind of book.

The outsider as reviewer skims through the lists of people and events, looking for names he may recognize, and focusses on whatever material has more general interest. In the course of skimming I noticed that the name of my friend Mark Levene has been mis-spelled. I also got a sense of small colleges that managed over the decades to awaken and keep the affection of many who studied, taught or otherwise worked there. Any people connected with the University of Winnipeg should get a lot of pleasure from Professor Bedford's work.

The wider interest of the book to readers of the

CAUT Bulletin rests mainly in two chapters. One discusses the dismissal of Salem Bland from Wesley College in 1917; the other attempts to deal with the case of Harry Crowe at United College four decades later.

Many people believed at the time that Bland was dismissed mainly because of his outspoken criticism of the prevailing social and economic order. Budgetary reasons were given, however, and these were not without substance. Bedford, though he tells the story well, does not try to adjudicate the issue, and that is a bit disappointing.

More disappointing is Bedford's discussion of the Crowe affair. Although he tries to be fair to everybody, his account reads like that of a supporter of Principal Lockhart. "The bare facts were simple enough," Professor Bedford writes, but he makes a number of statements which, whatever they may be, are scarcely statements of fact. Assertions about Lockhart's state of mind and about his motives for doing certain things are either speculations or else based on Lockhart's recollections. They serve the function here chiefly of making his actions understandable or acceptable.

Bedford's bias is scarcely overpowering, and no one emerges from his account with a lot of credit. This is perhaps as it should be. A writer who takes pains, however, to draw attention to mistakes made by the CAUT might also have drawn at least two other conclusions from his evidence: that Principal Lockhart acted improperly and foolishly in photocopying Crowe's letter, and that he was asking

for trouble in informing Crowe that he had read the letter and was disturbed by its contents. In my view the account by Donald Savage in the December 1975 issue of the Bulletin is a more convincing rendition of the Crowe case than Bedford's.

Professor Bedford makes some attempt to show that the case did not happen in isolation, that there was a background of conflict and tension in the College. Unfortunately he does not draw out the implications of one very pregnant remark: "... the Canadian academic world was primed for an explosion of this sort..." To have done so would almost certainly have made the Crowe case more comprehensible. As it stands, Bedford's discussion of the affair is much like his book generally, not without interest even to outsiders, but too long in description and too limited in its analysis. All the same, it seems likely that readers who have a personal connection with the University of Winnipeg and its forerunners will find much here to welcome and enjoy.

Michiel Horn

Yellow Peril

Ken Adachi, *The Enemy that Never Was*, Toronto: McClelland and Stewart, 1976. \$14.95.

The story of Canadian persecution of the Japanese is bleak and dismal. Ken Adachi has recounted this in his history of the Japanese Canadians. Although the book focuses on the war-time detention of nearly 21,000 people and the attempts of the Canadian government to deport the Japanese after the War, it also gives a detailed account of the establishment of the Japanese community in British Columbia and the problems faced by the immigrants living in a hostile white community prior to the Second World War. This immigration, apart from early isolated individual contacts, really began in 1885 and almost immediately provoked an emotional reaction from the white settlers in British Columbia. It is clear from Adachi's book that all sections of British Columbia society used discriminatory tactics to try to eliminate the Japanese as competitors whether as workers, small businessmen or professionals. In the early days, however, the Japanese had one advantage over other Asian immigrants: the Anglo-Japanese Treaty, which guaranteed certain rights to Japanese nationals within the British Empire. In time this led to the situation whereby Japanese nationals had more rights in Canada than Canadian-born Japanese.

Adachi's history leads through the attacks on the Japanese as cheap labour, the Vancouver anti-Asian riots of 1907, the attempts to restrict the Japanese in particular areas of work such as fishing, and finally, as Japanese assets increased, the violent reaction of white businessmen and farmers to them as competitors. From the time of Premier McBride on, the politicians of British Columbia fanned the flames of racial prejudice against Japanese and Chinese and maintained their positions in part as a consequence of these actions. This was so despite the existence from 1908 of a gentleman's agreement between Canada and Japan which limited Japanese immigration drastically. In fact in 1941 the Japanese were 2.7% of the population of British Columbia.

The most striking part of this dismal tale is the forced removal of the Japanese community from Vancouver and other coastal areas and their internment in the interior of British Columbia after Pearl Harbour. It is clear that the leaders of the British Columbia community wished to use the war as an excuse for finally expelling the Japanese competitors and seizing their assets. In 1939 the white community feared that Ottawa would allow the Nisei to join the Canadian armed forces. Premier Patullo wrote to Mackenzie King: "If they are called up for service, there will be a demand they be given the franchise which we in this province will never tolerate."

Pearl Harbour gave the demagogues the opportunity they had been waiting for. Despite the advice of the Canadian military and of the RCMP that the Japanese community in British Columbia was not a threat to the defence of North America, Mackenzie King bowed to the pressures of B.C. politicians and initiated their forced removal to the interior. Furthermore their assets were taken over by the

The Public Archives of Canada



Custodian of Alien Property and ultimately sold for a fraction of their value. One could understand even if one could not condone the removals the economic grab by the white community, however, was another story.

Adachi also makes it clear that while there was a similar reaction by the white community in Hawaii and in the Western United States, in many ways the American Nisei were better treated than their Canadian counterparts, and certainly received much more generous compensation. Finally at the end of the war, Mackenzie King, bowing again to the pressure of such racist politicians as Ian Mackenzie and Howard Green, and newspapers such as the *Montreal Star*, attempted to secure the deportation of most of the community whether Canadian nationals or not. For the first time there was a real public outcry, and these actions were annulled although 4,000 Japanese left Canada voluntarily in disgust. The politicians involved never repented; Jack Pickersgill to this day blandly justifies these actions on the TV screen. There were a few white Canadians who came out of the story with honour. Andrew Brewin, Harold Winch, Angus MacInnis, H.W. Herridge, and Alistair Stewart of the CCF, John Diefenbaker of the Conservatives, Senator Arthur Roebuck and outside the cabinet B.K. Sandwell of the *Saturday Night* and Rabbi Abraham Feinberg.

The Liberals continued the orders preventing a Japanese return to Vancouver through 1948 fearing a loss of by-elections. J.L. Ilsley, then Justice Minister, told the cabinet that he was prepared to lose both by-elections and "that history would denounce the party for having continued these orders". King replied: "History would condemn a government standing for certain principles if it allowed itself to be defeated and an enemy (CCF) government takes its place... One always has to take the larger view."

Canadian universities do not come out very well from this saga. From the early days the professions found devices to keep the Japanese out and, therefore, out of the faculties in the universities. The commonest device was to set as a regulation the requirement that no one could enter a profession who was not on the voters roll. Since the Japanese did not get the vote until 1948, this was a quiet but effective way of securing exclusion. Prior to the Second World War, Henry Forbes Angus, Head of the Economics and Political Science Department at the University of British Columbia, was one of the few to publicly and forcefully argue the case for the enfranchisement of the Japanese Canadians, and UBC took a small number of Japanese-Canadian students reaching a peak of 53 in 1940-41. But most could not secure jobs in their fields and some were forced to return to Japan to work as professionals. After Pearl Harbour most Canadian universities, including UBC, moved to bar or restrict Japanese-Canadian students. President L.S. Klinck of UBC ordered the Nisei involved in the military training programme to hand in their uniform because "feeling runs high down in the business sections and Japanese in uniform would be an unfortunate sight." The Dean of Women explained to the Nisei female students that the university would not attempt to assist them to stay. Toronto rejected an application from a Nisei in 1942, and, as Adachi reports, "...when six students arrived in Kingston after receiving written permission from Queen's to begin the term, they found their enrolment was 'under consideration' and they were ultimately turned down." McGill University explicitly rejected all Nisei students until 1945 on the grounds that it was doing vital military research. This prompted Pearl Buck to denounce McGill claiming that it barred the Canadian Japanese "on the frank contention that serfs of Peril... Cont'd on p. 20

Teaching... from p. 18

analyzed data. The teaching effectiveness of large-scale simulation and game strategy has been acknowledged by over 35 institutions participating in the POLIS Network (Political Institutions Simulation). Under the guidance of faculty umpires, student teams use computerized message processors and data files to plan and implement policies in international relations. In other applications, computers have been assigned the routine tasks of transmitting student queries, administering tests, and record keeping.

This Report illustrates a curious contradiction implicit in the attempts of educators to improve and evaluate teaching. On the one hand, numerous centres devoted to instructional development and the improvement of teaching have been established in colleges and universities in Canada and the United States. On the other hand, there is little agreement on what constitutes effective teaching or on the criteria by which improvement can be evaluated. As the lead article in the Report insists, the main problem lies in the dearth of research about the relationship of teaching to learning. In short, if it

were better understood how students learn, it would be easier to know how teachers ought to teach. The teaching project advisory board responsible for this series of Reports adopted the distinction between ultimate criteria (learning outcomes), intermediate criteria (the process of teaching), and immediate criteria (the sense of experiences of teaching or learning). Because of their distance from learning outcomes, student evaluations and other immediate criteria were not employed in the selection of courses and programs for inclusion in this Report. Likewise, reliance on ultimate criteria was discarded due to the lack of a substantial research basis. The intermediate criteria employed were adopted only as a point of departure, not as an end in themselves. While many of the instructional programs described in this Report lack formal, systematic evaluation, all of them claimed to increase student motivation, incorporated well-ordered and comprehensive content with harmonious teacher involvement, specified clearly formulated goals which were reflected in student products, and employed a variety of instructional resources and methodologies appropriate to

the experience and abilities of the learners, among other intermediate criteria. In view of their potentiality for adaptability to other institutions and disciplines — in some cases actualized — the teaching strategies, general focus, and techniques of course management displayed in this Report recommend it to the serious attention of college and university teachers everywhere.

James B. Hartman

About our reviewers

Michiel Horn teaches History at Glendon College, York University... James B. Hartman, a frequent contributor to the *Bulletin* books section, is Consultant to the Royal Commission on Algonia University College... Donald C. Savage is CAUT Professional Officer based in Ottawa.

an inferior race deserve no education." But in 1943 the University of Western Ontario tried to hire internees to be chauffeur and cook for the president of the university.

Throughout all this catalogue of iniquity Adachi tries with some considerable success to maintain detachment and judgment. He is perhaps least successful in dealing with the Issei, the first generation who by and large clung to Japanese ways and were suspicious of those who desired integration with the white community. There are some other problems with the book. It is written almost entirely from printed courses. It is a pity that Adachi did not use the private papers of Canadian politicians as well except where they have been printed. Perhaps, however, this could have only made the saga that much more bleak. The book is also somewhat

repetitive in places and would have been better with a firmer chronological structure and a tougher editor. It is also quite difficult to write a history of the Japanese community in Canada, particularly in British Columbia without much reference to the Chinese community since white politicians tended to attack all Asians in their electoral campaigns.

Adachi does refer from time to time to the Chinese. Nevertheless this aspect of the politics of the situation seems to me to be weak. The Japanese and the Chinese may well have regarded each other as enemies, but they were nonetheless common victims of the yellow peril. The last chapter in which Adachi attempts to describe the evolution of the community since the Second World War and to draw some comparisons between the invocation of the War Measures Act in 1941 and 1970 seem to me to be

somewhat superficial. Despite these caveats, it is a good book, and well worth reading.

One hopes that when Canadian academics do read it, they will not sit back and think superior thoughts about their predecessors as politicians or as academics. It is clear that the yellow peril is still with us — not this time in the guise of the Japanese but the oriental hordes from Hong Kong. This problem should remind us that our predecessors wrestled with real problems. Can Canada admit everyone? Can Canadian universities admit every qualified foreign student? Unfortunately a rational solution of these problems tends to be swept aside in racial oratory and in the desire to prevent competition. What will this generation's solution be?

Donald C. Savage

FRENCH

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Submit Curriculum Vitae and names of three referees to Dr. W.H. Entz, Head, Department of Classical and Modern Languages, Brandon University, Brandon, Manitoba R7A 6A9.

Effective date of appointment

September 1, 1977.

Closing date for receipt of applications

When position filled.

UNIVERSITY OF ALBERTA Sociology

Position: Applications from both women and men are invited for a vacancy at the Assistant Professor level in the Sociology Department.

Qualifications: Ph. D.

Specializations open

Date of Appointment: July 1, 1977.

Applications, curriculum vitae, and names and address of 3 referees to:

Chair

Department of Sociology
The University of Alberta
Edmonton, Alberta
T6G 2H4

THE CAUT BULLETIN

Editor: I. Cinman

Published by the Canadian Association of University Teachers, 66 Lisgar Street, Ottawa, Ontario. K2P 0C1 Canada.

• Canadian Association of University Teachers.

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Readers are invited to submit articles to the editor. The editor can not accept responsibility for items which are lost or damaged in the mail. All signed articles express the views of the author. CAUT guidelines and policy statements are labelled as such.

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Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

REVIEW OF CAUT POLICIES

Joint sub-committee of the CAUT Committee on Academic Freedom and Tenure and the Collective Bargaining Committee are proposing policy statements in four areas and reviewing two existing policies. The details and the chairmen of each are indicated below. Any reader of the CAUT Bulletin who would like to comment on possible policies in these areas should write to the chairman of the sub-committee with copies to the Executive Secretary, CAUT, 66 Lisgar, Ottawa K2P 0C1.

Financial Exigency

To review the existing policy which can be found on pp. 86-89 of the CAUT Handbook, 2nd ed.

Prof. Mark Thompson, School of Industrial Relations, University of British Columbia.

Prof. Jim Foulks, Department of Pharmacology, University of British Columbia.

Part-time Appointments

To develop a policy statement in the area of part-time appointments.

Prof. Donald C. Savage, CAUT, 66 Lisgar, Ottawa K2P 0C1.

Full-time Limited Term Appointments

To develop a policy statement in the area of limited term appointments.

Prof. Jack Hyatt, Department of History, University of Western Ontario.

Tenure Quotas

To codify CAUT policy in the area of tenure quotas.

Prof. David Williams, CAUT, 66 Lisgar, Ottawa K2P 0C1.

Severance Pay

To develop a policy statement in the area of severance pay.

Prof. Victor Sim, CAUT, 66 Lisgar, Ottawa K2P 0C1.

UNIVERSITIES UNDER CAUT CENSURE

The following university administrations have been censured by the Council of the Canadian Association of University Teachers.

Simon Fraser University (May 1971)

(Under the third state of censure imposed on this university, the CAUT warns its members not to accept employment with the censured university. Page 69. CAUT Handbook) Also censured are:

Université du Québec à Montréal (November 1970)

University of Ottawa (May 1972)

Mount Allison University (November 1970)

University of Moncton (May 1976)

UNIVERSITÉS FRAPPÉES DE CENSURE PAR L'ACPU

Le Conseil de l'Association canadienne des professeurs d'université a frappé de censure les administrations des universités suivantes.

Université Simon Fraser (mai 1971)

(À la troisième étape de la censure prononcée contre cette université l'ACPU avertit ses membres de ne pas accepter d'emploi auprès d'elle. Voir la page 71 du Guide de l'ACPU).

Université du Québec à Montréal (November 1970)

Université d'Ottawa (mai 1972)

Université Mount Allison (novembre 1970)

Université de Moncton (mai 1976)

Vacancies

Postes vacants

ADMINISTRATION

UNIVERSITY OF ALBERTA Department of Educational Administration: Applications are invited for the position of Chairman to administer and give leadership to a 21 member department. Doctorate essential. Effective date July 1, 1977. Applications should be submitted to Dean W.H. Worth, Faculty of Education, Edmonton, Alberta, T6G 2G5. Deadline for applications January 15, 1977.

UNIVERSITY OF CALGARY Dean, Faculty of Physical Education: Applications and/or nominations are invited for the position of Dean of the Faculty of Physical Education. The Faculty of Physical Education is an established unit within the university consisting of 28 full-time faculty and about 380 students. It offers a four-year Honours degree in addition to a three-year Bachelor of Physical Education with possible specialization in Outdoor Pursuits or Pre-Adolescent Education. As the senior administrative officer of the faculty, the Dean will be expected to offer dynamic leadership in the continuing development of academic, athletic and recreational programs in cooperation with other units in the university. Candidates for this position, to be filled July 1st, 1977, should have an appreciation for the Canadian scene, a distinguished record in her/his field and substantial experience in teaching, research and administration. Responses, including an up-to-date Curriculum Vitae, should be sent with some urgency to Dr. K. Ann Kerr, Academic Assistant to the President, The University of Calgary, 2920 - 24th Avenue North West, Calgary, Alberta, T2N 1N4.

DALHOUSIE UNIVERSITY Faculty of Arts and Science: Applications are invited for the position of chairman of the Department of Sociology and Social Anthropology at Dalhousie University. Must be a senior experienced and well-established scholar. Should be a Canadian and must be committed to the concept and development of a coherent and integrated programme in sociology and social anthropology at undergraduate and graduate levels. Salary to be negotiated. Send curriculum vitae and references to the Dean of the Faculty of Arts and Sciences, Dalhousie University, Halifax, Nova Scotia.

ADMINISTRATIVE STUDIES

BROCK UNIVERSITY Administrative Studies: Applications are invited for two new teaching positions. Candidates should have competence in one or more of the following areas: general management, marketing, organizational behaviour. A Ph.D., a Ph.D. in progress, or the equivalent (e.g. M.B.A.) is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: Dr. K. Kernaghan, Director, Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1.

UNIVERSITY OF NEW BRUNSWICK School of Administration: Applications are invited for the undergraduate teaching positions that follow — Accounting, Finance, Management Organizational Behaviour, Marketing. Qualifications required are Ph.D. or Ph.D. candidate or equivalent. Duties involve undergraduate teaching and research. Rank and salary are based on the candidate's qualifications and experience. Appointments effective July 1, 1977. Direct inquiries to the Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK School of Administration: Applications are invited for the undergraduate teaching positions that follow: Accounting, Finance, Management Organizational Behaviour, Marketing. Qualifications required are Ph.D. or Ph.D. candidate or equivalent. Duties involve undergraduate teaching and research. Rank and salary are based on the candidate's qualifications and experience. Appointments effective July 1, 1977. Direct inquiries to the Director, School of Administration, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3.

ACCOUNTING

ALGOMA UNIVERSITY COLLEGE Accounting/Commerce Department:

Applications are invited for a faculty position in Accounting Commerce beginning July 1, 1977. Teaching responsibilities to include upper level undergraduate Accounting courses and Commerce courses. M.B.A. and C.A. minimum qualifications. Salary and academic rank will be commensurate with qualifications and experience. Send applications with CURRICULUM VITAE and names of three referees to Mrs. Cheryl Donnithrone, Department of Commerce, Algoma University College, Sault Ste. Marie, Ontario, P6A 2G4.

MCMASTER UNIVERSITY Accounting Department: Applications are being accepted for a position in accounting. Rank open. Qualifications include Ph.D. completed or near completion. Duties include teaching and research in accounting. Areas to be covered: Managerial, Controllingship, Systems, and Financial. Salary appropriate for qualifications. Send applications to W.J. Schlatter, Chairman of Accounting, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4. Effective date of appointment is July 1, 1977. Closing date for applications is when positions are filled.

UNIVERSITY OF WATERLOO Accounting Department: (Economics) Position of Assistant or Associate Professor of Accounting. Ph.D. or M.B.A. with pertinent experience required. Duties include teaching undergraduate courses, research. Salary offered is Assistant Professor \$15,900. Associate Professor \$20,600. Inquiries should be sent to A.R. Olsen, Associate Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is July 1, 1977.

ANIMAL SCIENCE

UNIVERSITY OF BRITISH COLUMBIA Department of Animal Science: Applications for the position of Chairman, Department of Animal Science, University of British Columbia, Vancouver, are invited from candidates possessing high qualifications in the field of Animal Science. Candidates should be able to provide leadership in the development of

curricula and in the organization of research and extension activities. Knowledge of Canadian agriculture is highly desirable. Salary is negotiable, and will depend on qualifications and experience. The deadline for receipt of applications is February 28, 1977. Applications, including curriculum vitae and the names of three references should be addressed to: Dr. W.D. Kitts, Dean, Faculty of Agricultural Sciences, The University of British Columbia, 2075 Westbrook Place, Vancouver, B.C. V6T 1W5. The University of British Columbia offers equal opportunity of employment to qualified male and female candidates.

ANTHROPOLOGY

UNIVERSITY OF ALBERTA Department of Anthropology: Applications are invited for temporary positions in social or cultural anthropology, archaeology, anthropological linguistics, and physical anthropology for the academic year 1977/78. Preference for candidates with the Ph.D. degree. Please send curriculum vitae and three letters of reference by March 31, 1977 to: Richard Frucht, Staff Selection Committee, Department of Anthropology, University of Alberta, Edmonton, Alberta, T6G 2E1.

UNIVERSITY OF BRITISH COLUMBIA Department of Anthropology and Sociology: Applications are invited for one possible appointment in Sociology and several appointments in Social or Cultural Anthropology as from July, 1977 at ranks which seem appropriate. Candidates for the anthropological posts should have and be willing to develop specialist concerns in some of the following preferred areas: Archaeology (Western Canada and the Arctic); Art, Anthropological linguistics, Folkloristic, Material culture, Myth, Structuralist approaches; the Northwest Coast or Oceania. Applications are also invited for visiting posts for 1977/78 only at the Instructor or Assistant level in Sociology and/or Anthropology and Archaeology. While in all cases the Department retains the right to make those appointments which seems most commendable to it in view of its present strengths and weaknesses, preference will be given to

Canadian citizens. Applicants of either sex have equal opportunity. Applications (to the Head, Department of Anthropology & Sociology, University of British Columbia, Vancouver, B.C. V6T 1W5 Canada) should include a full curriculum vitae and a clear statement concerning past and future academic interests.

UNIVERSITY OF LETHBRIDGE Department of Anthropology: Applications are being accepted for Assistant Professor; three probationary appointments available. Ph.D. in anthropology is required. Duties include teaching at the undergraduate level ongoing research activity. Areas of instruction to be covered by the three appointees should include: contemporary Canadian communities, types of society, anthropology of law, political anthropology, race and ethnicity, peasant society, urban anthropology, psychological anthropology, kinship and marriage, cultural ecology, social change, economic anthropology, anthropology of religion, anthropological theory, and a range of ethnographic regions. Salary offered is Minimum of \$15,495. in 1975-76; 1976-77 salary scale is still before the A.I.B. Send all inquiries to Dr. Keith Parry, Chairman, Department of Anthropology, The University of Lethbridge, Lethbridge, Alberta T1K 3M4. Effective date of appointment is July 1, 1977. Closing date for receipt of applications is December 31, 1976.

MCGILL UNIVERSITY Anthropology Department: concerned primarily with social change and development, invites applications from cultural anthropologists who share these interests. Specialties could include symbolic systems and ideology in relation to autonomy/dependence, social change. Area: interests open, but Caribbeanist, Latin Americanist or Northernist particularly welcome. Ph.D. by June 1977 required for regular appointment as assistant professor; one year replacement position may also be available. Send vita and names of three referees before Dec. 15, 1976, to F. Ikawa-Smith, Department of Anthropology, McGill University, P.O. Box 6070, Station A, Montreal, H3C 3G1, Canada.

University of Manitoba Faculty of Architecture

Enquiries and nominations are invited for
the position of

HEAD OF DEPARTMENT OF ARCHITECTURE

The appointee will be expected to provide innovative leadership in directing the Department's program within the overall strategy of the Faculty, and within the Canadian context and milieu.

The Department offers a graduate program in close inter-disciplinary collaboration with the Faculty's other graduate departments of City Planning and Landscape Architecture, and with other departments and research institutes of the University.

The undergraduate Department of Environmental Studies in the Faculty prepares students for graduate studies and students may also enter the Architecture program from other programs and disciplines.

The Master of Architecture degree of the Department is recognized by the Royal Architectural Institute of Canada, the Royal Institute of British Architects, and the Commonwealth Association of Architects.

Research in the field of Canadian environmental design and planning is an important aspect of the work of all departments in the Faculty.

APPLICATIONS including a review of academic, professional and research qualifications and experience, the names and addresses of three referees, and an indication of when available to take up the appointment should be sent to

J.M. * * * Anderson, Dean,
Chairman, Selection Committee,
Faculty of Architecture,
University of Manitoba,
Winnipeg, Canada. R3T 2N2

Applications will be accepted until the position is filled.

MCGILL UNIVERSITY Medical Anthropology: Applications are being accepted for position of Assistant or associate professor depending upon qualifications and experience. Qualifications are Ph.D. in anthropology (essential); M.D. useful; demonstrated teaching ability; interested in some area of cultural anthropology relevant to medicine willingness to work full-time with medical sociologists and historians in applying their perspectives to the education of health professionals. Duties include teaching and research in medical anthropology; participation in interdisciplinary department responsible for social sciences and humanities in the faculty of Medicine; possible cross-appointment in Department of Anthropology. Salary to commensurate with qualifications and experience. Send vita and names of three referees to D.G. Bates, Chairman, Department of the History of Medicine, McIntyre Medical Sciences Bldg., 3655 Drummond Street, McGill University, Montreal, Quebec, H3G 1Y6. Effective date of appointment is by or before September 1, 1977. Position open until filled.

UNIVERSITY OF WATERLOO Department of Anthropology: Continuing appointment (all ranks) Qualifications are Ph.D. completed or to be completed by 1978. Duties include specialization in any of the following: ethnicity in Canada, urban anthropology anthropology and law, or applied anthropology. Areal specialization if not Canada, preferred in China, Japan, Southeast Asia or Africa. Is required to teach undergraduate courses and pursue a high level of research. Salary to commensurate with rank and experience. Contact: Dr. S.M. Weaver, Department of Anthropology, University of Waterloo, Waterloo, Ontario N2L 3G1 Effective date of appointment is July 1, 1977 or until filled.

UNIVERSITY OF WINDSOR Department of Anthropology: Position at the rank of Assistant Professor, subject to university budget decision. One Anthropological linguist (but preferably who could also teach Psychological Anthropology). Ph.D. required. An equal opportunities employer. Salary negotiable. Applications and vitae to be sent to the Head, Department of Sociology and Anthropology, University of Windsor, Windsor, Ontario N9B 3P4 Effective date July 1, 1976, closing date when filled.

BIOCHEMISTRY

MCMASTER UNIVERSITY Department of Biochemistry: Postdoctoral position Molecular Biology of RNA containing enveloped animal viruses: Replication and translation control mechanisms. Ph.D. in Biochemistry or Biology in areas of molecular biology or virology. Fellowship \$11,200.00 taxablen Send curriculum vitae to Dr. H.P. Ghosh, Department of Biochemistry, McMaster University, Hamilton, Ontario, Canada. L8S 4J9.

BIOLOGY

UNIVERSITY OF VICTORIA Department of Biology: The Department of Biology intends to make an appointment (rank open) in Marine Biology effective 1 July, 1977. The preferred area of research and teaching is marine zoology. The natural marine environment of Vancouver Island, Bamfield Marine Station (operated jointly by the University of Calgary, Simon Fraser University, the University of Alberta, the University of Victoria and the University of British Columbia), and a new and well-equipped 54' oceanographic vessel offer exceptional research facilities in addition to those associated with a new biological sciences building on the campus. A large federal government laboratory, the Institute of Ocean Sciences Patricia Bay, in final stages of construction, is located about 20 miles from the University of Victoria. Applications, including a complete up-to-date curriculum vitae, should be addressed to Dr. D.V. Ellis, Chairman of the Search Committee, Department of Biology, University of Victoria, Victoria, B.C., Canada V8W 2Y2. The competition will close on 31 December, 1976.

BIO-MEDICAL ENGINEERING

UNIVERSITY OF SASKATCHEWAN Department of Bio-Medical Engineering: Applications are invited for an appointment of Post-Doctoral Fellow/Research Associate in Biomedical Engineering. The appointment will be made on a full time research basis, in the area currently in progress: "On the Detection of Cardiovascular Abnormalities Via the

Measurements and Processing of ECG and PCG". Applicants should have a good Gupta Systems and Adaptive Control Research Laboratory, College of Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, Canada. S7N 0W0. Possible appointment date April 1, 1977.

BUSINESS ADMINISTRATION

UNIVERSITY OF ALBERTA Faculty of Business Administration and Commerce: Applications are invited from individuals who would be interested in a visiting appointment in the Faculty of Commerce, University of Nairobi, Nairobi, Kenya. Successful candidates will assume a leadership and training role in developing an indigenous faculty and will hold a Ph.D. with extensive teaching and research experience. Teaching and research interests should be in accounting, management science, organizational behaviour, marketing or finance. Overseas experience would also be an advantage. Renumeration will be at the level of current Canadian salary, plus overseas allowance, housing, education allowance, return transportation, shipment of personal effects and storage of goods left in Canada. Apply in writing to Dr. John L. Brown, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta T6G 2G1.

UNIVERSITY OF CALGARY, Faculty of Business: Applications are invited for academic positions in Management Information Systems. Qualifications required are doctorate or dissertation near completion. Duties involve undergraduate and graduate teaching and research. Rank and salary based on experience. Appointments effective July 1, 1977. Direct all inquiries to Dr. Malcolm C. Munro, Chairman, Management Science and Information Systems, Faculty of Business, the University of Calgary, Calgary, Alberta.

UNIVERSITY OF CALGARY, Faculty of Business: is seeking qualified candidates to fill positions in all areas including Accounting, Policy & Environment, Finance, Management, Management Science, and Marketing, beginning July 1, 1977 or September 1, 1977. Ph.D. or D.B.A. preferred. Rank and salary based on qualifications and experience. Applications should be addressed to: Dr. George S. Lane, Dean, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

UNIVERSITY OF CALGARY Faculty of Business: Faculty is seeking qualified candidates to fill positions in all areas including Accounting, Policy & Environment, Finance, Management, Management Science, and Marketing, beginning January 1977 or later. Ph.D. or D.B.A. preferred. Rank and salary based on qualifications and experience. Applications should be addressed to: Dr. George S. Lane, Dean, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

DALHOUSIE UNIVERSITY School of Business: Applications are invited for two Visiting Professorships for the academic year 1977-78 (sabbatical replacements). One position involves teaching and research in the area of Business Policy. The second position is in the Industrial Relations Area. Candidates should have either a Ph.D. in related field and/or relevant business experience. Rank and salary negotiable. Applicants should send a curriculum vitae to Dr. John Scheibelhut, Director, School of Business, Dalhousie University, Halifax, Nova Scotia.

MCMASTER UNIVERSITY Faculty of Business: Applications are being accepted for Finance Area of Business. Rank open. Qualifications include Doctorate or dissertation in progress. Duties include research and teaching at the graduate and undergraduate levels with interests in managerial finance, securities and/or income taxation. Salary open. Apply to Dr. Stanley N. Laiken, Chairman, Finance Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4. Effective date of appointment is July 1, 1977 (January 1, 1977 possible). Closing date when filled.

MCMASTER UNIVERSITY Faculty of Business: Applications are invited for the position of Assistant Professor of Management Science. Candidates should have the doctorate completed and, preferable, should also have some teaching and research experience. Duties include graduate and undergraduate teaching and research. Applicants should provide a curriculum vitae, academic transcripts, a

brief description of teaching and research interests and names of references to Dr. A. Z. Szendrovits, Chairman, Production and Management Science Area, Faculty of Physiology at the Medical School. Initial appointment is for a year with an option of extending it to a second year term. Curriculum vitae and names of three referees should be forwarded to: Dr. M.M. Business, McMaster University, Hamilton, Ontario L8S 4M4.

MCMASTER UNIVERSITY Faculty of Business: Position of Assistant or Associate professor, with Doctorate or dissertation in progress. Duties include research and teaching at the graduate and undergraduate levels with interests in distribution and retail management. Salary open. Send all inquiries to Dr. Bent Stidsen, Chairman Marketing Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4. Effective date of appointment is January 1st or July 1st, 1977. Closing date when filled.

MCMASTER UNIVERSITY Business Administration Faculty: Applications are invited for the position of Assistant Professor of Management Information Systems. Candidates should have the doctorate completed or near completion. Duties include graduate and undergraduate teaching and research in management information systems. Applicants should provide a curriculum vitae, academic transcripts a brief description of teaching and research interests and names of references to Dr. A. Z. Szendrovits, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4.

WILFRID LAURIER UNIVERSITY, Faculty of Business and Economics: Applications are invited for teaching positions in the following areas (1) Accounting (b) Marketing (c) Economics (d) Finance (e) Organizational Behaviour (f) Business Policy (g) Operations Management. Qualifications: PH.D. candidate. Duties may include graduate or undergraduate teaching. Applications will be accepted until positions are filled. Applications should be sent to: Dr. Max D. Stewart, Dean, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada.

UNIVERSITY OF WINDSOR Faculty of Business Administration: Marketing Area: Applications are invited for a teaching position in Marketing. Preference will be given to applicants who possess a Ph.D. and whose teaching and research interests are in Quantitative technique and/or Marketing Management. Rank and salary are negotiable, based on qualifications and experience. Please direct applications to: Professor M.R. Haque, Chairman of Marketing, Faculty of Business Administration, University of Windsor, Windsor, Ontario.

CHEMISTRY

UNIVERSITY OF CALGARY Department of Chemistry: The Department of Chemistry at the University of Calgary has a vacancy for an Assistant Professor in Organic Chemistry available on July 1st, 1977. Preference will be given to candidates with a background in synthetic or mechanistic organic chemistry. The department is well-equipped and the successful candidate will be expected to show excellence in both teaching and independent research. Salary levels are competitive with other Canadian universities. Closing date for applications is February 15. Send resume and a list of three referees to Dr. E. Tschuikow-Roux, Head, Department of Chemistry, University of Calgary, CALGARY, Alberta T2N 1N4.

UNIVERSITY OF TORONTO Department of Chemistry: Applications are invited from suitably qualified candidates for several regular staff positions in the areas of either Inorganic or Analytical Chemistry. (Appointments in the latter area may be made in any area of analytical chemistry, such as physical-inorganic or organic-analytical.) These appointments will be made at the Assistant Professor level, with the possibility of one appointment being made at the Associate Professor level. Appointments may be made to any one of three University of Toronto campuses. Erindale College, Scarborough College, St. George campus). Candidates should submit a curriculum vitae with the names of three referees, a statement of teaching experience, and an outline of current and future research interests to: Professor Keith Yates, Chairman, Department of Chemistry, University of Toronto, 80 St. George Street, Toronto, Ontario M5S 1A1. The total number of ap-

pointments made will be strictly subject to final budgetary approval.

CLASSICS

BROCK UNIVERSITY Department of Classics: Applications are invited for two positions tenable from July 1, 1977. Applicants should hold a Ph.D. and must furnish evidence of teaching ability and ongoing scholarly research. I. A two year term appointment at the rank of Assistant or Associate Professor. The successful candidate will be a versatile classicist, able and willing to teach Greek and Latin language at all levels, classical civilization, literature in translation and Greek and Roman history, at the undergraduate level. II. A two year probationary appointment at the rank of Assistant Professor. Candidates should be trained field archaeologists, with an ability and willingness to teach introductory and advanced courses on Greek, Roman and Near Eastern art and archaeology. A special interest in Cypriote antiquity will be an advantage. The successful candidate will show a readiness to teach general classics courses outside his/her specialty. The 1976/77 salary floors are \$15,770 for an Assistant Professor and \$19,875 for an Associate Professor. Applicants for these positions should submit a Curriculum Vitae with supporting documents, and should arrange that three referees write on their behalf to: Dr. Alan D. Booth, Acting Chairman, Department of Classics, Brock University, St. Catharines, Ontario, Canada L2S 3A1. The closing date for applications is January 31, 1977.

UNIVERSITY OF VICTORIA Department of Classics: The Department of Classics invites applications for the position of sessional lecturer for the period 1st September 1977 to 30th April 1978. The lecturer will be expected to teach undergraduate courses in Latin Greek, and Classical Studies. Applicants should send a copy of their curriculum vitae to Professor D.A. Campbell, Chairman, Department of Classics, University of Victoria, Victoria, B.C. Canada, V8W 2Y2 by 15th December 1976, and should ask two or three referees to write on their behalf.

CONTINUING EDUCATION

UNIVERSITY OF CALGARY Division of Continuing Education: Applications are invited for an academic vacancy for an instructional design/development specialist to work in the areas of educational systems design, use of instructional methods in credit and non-credit continuing education programmes. Masters or doctorate in Instructional Design/Development with relevant experience required. Salary dependent upon qualifications and experience. Address enquiries and applications to: Dr. R.S. Chapmen, Director, Division of Continuing Education, The University of Calgary, T2N 1N4.

CREATIVE WRITING

UNIVERSITY OF VICTORIA Department of Creative Writing: Vacancies at the beginning of the academic year 1977-78. Candidates will be required to teach writing workshops. The successful applicants will also be required to teach general writing workshops at the freshman level. Applicants should have teaching experience in the field of substantial publications to their credit. The degree of MA or MFA is normally required. Apply in writing with detailed Curriculum Vitae and names of referees to: Chairman, Department of Creative Writing, University of Victoria, Box 1700, Victoria, British Columbia, V8W 2Y2.

CURRICULUM AND INSTRUCTION

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Curriculum and Instruction: Position in Reading. Qualifications are doctoral degree, teaching experience in the area of reading. Duties include undergraduate and graduate instruction in reading. Salary and rank to commensurate with qualifications and experience. Apply to: Dr. F. Riggs, Head, Department of Curriculum and Instruction, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Include curriculum vitae and names of three referees. Effective date of appointment is 1st January or 1st September 1977. Deadline for applications is when position filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Curriculum and Instruction: Position of Religious Educator. Qualifications required are a graduate degree, teaching experience at the school and university level. Duties include undergraduate instruction in religious education. Salary and rank to commensurate with qualifications and experience. Apply to: Dr. Frank Riggs, Head, Department of Curriculum and Instruc-

tion, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Effective date of appointment 1st September, 1977. Deadline for applications is when position filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Curriculum & Instruction: Applicants may apply for position of Assistant Professor. The position involves developing a program in Native Educations and teaching undergraduate courses in that area. Relevant experience desirable. Salary open. Apply to Dr. F. Riggs, Department of Curriculum & Instruction, Memorial University of Newfoundland, St. John's, Newfoundland. Effective date of appointment is when the position is filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Curriculum & Instruction: Position of Music Education. Qualifications are advanced degree in Music Education — special expertise in low brasses would be an advantage. Nature of duties include teaching undergraduate courses in Music Education with some possible involvement in teaching undergraduate music courses. Salary and rank are to commensurate with qualifications and experience. Apply to Dr. Frank Riggs, Head, Department of Curriculum and Instruction, Faculty of Education, Memorial University of Newfoundland, St. John's Newfoundland A1C 5S7. Effective date of appointment is September 1, 1977. Deadline for applications is when position filled.

DRAMA

UNIVERSITY OF CALGARY Department of Drama: Applications are invited for a Senior Designer (Scenic) commencing July 1, 1977. To teach senior level design courses, and design sets for some departmental productions. Qualifications M.F.A. or equivalent professional experience. Salary — negotiable within Associate Professor range. Address correspondence to Dr. Robert B. Moore, Head, Department of Drama, University of Calgary, Alberta, by December 31, 1976.

ECONOMICS

CONCORDIA UNIVERSITY (Sir George Williams Campus) Department of Economics: Two or three appointments at Assistant or Associate levels. Commitment to excellence in teaching (graduate and undergraduate) and to visible research. Ph.D. completed. Various fields. Competitive salaries. Write to Professor M. Stelcner, Chairman, Department of Economics, Concordia University (Sir George Williams Campus) Montreal. Date of appointment — June 1, 1977.

CONCORDIA UNIVERSITY (Sir George Williams Campus) Department of Economics: Associate or Full Professor. Demonstrated record of high scholarly achievement in terms of publications and recognition in area of Public Finance. Graduate and some undergraduate teaching; supervision of Ph.D. dissertations. Salary commensurate with qualifications and experience. Salaries are fully competitive. Forward applications to Professor M. Stelcner, Chairman, Department of Economics, Concordia University (Sir George Williams Campus) Montreal. Date of appointment — June 1, 1977. Applications accepted until position filled.

UNIVERSITY OF GUELPH Department of Economics: Applications are being accepted for assistant professor for probationary appointment commencing July or September 1977. Ph.D. by September 1977 necessary. Areas of specialization sought are theory, international trade, econometrics, industrial organization. Teaching (graduate/undergraduate) and research constitute main duties. Contact: D.A.L. Auld, Acting Chairman, University of Guelph, Guelph, Ontario.

UNIVERSITY OF GUELPH Department of Economics: Applications are being accepted for Assistant, Associate or Full Professor for a one year visitorship starting September 1, 1977. Salary and precise duties subject to negotiation. Some teaching experience and research publications desirable. Contact: D.A.L. Auld, Acting Chairman, University of Guelph, Guelph, Ontario.

TRENT UNIVERSITY Department of Economics: Applications are invited for one regular and one sessional appointment. For regular appointment Ph.D. or near completion. Theory, quantitative methods, also other fields. Salary and rank negotiable in accordance with qualifications and experience. Applications, curriculum vitae, and names of references should be addressed to Professor M.J. Boote, Chairman, Department of Economics, Trent University, Peterborough, Ontario.

UNIVERSITY OF WATERLOO Economics Department: Position of Full Professor. Requirements are solid publication record. Research on Canadian

problems an asset. Duties include teaching and research. Salary competitive. Please contact Dr. Robert R. Kerton, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario. Starting date is negotiable.

UNIVERSITY OF WESTERN ONTARIO Department of Economics: Position of Assistant or Associate Professor in Industrial Organization, Micro Theory, Applied Micro, Labor Economics. Salary competitive and other conditions. Appointments effective July 1, 1977. Positions subject to budgetary approval. At Assistant level, serious consideration will be given to applicants with a Ph.D. (or expected in 1977) who are expected to establish themselves as good teachers and recognized scholars in their field. For senior ranks demonstrated achievement as internationally recognized scholars and good teachers is required. These positions are open to both men and women. Duties include undergraduate and graduate teaching, significant research output, and some administrative duties. Contact Professor James Melvin, Chairman, Department of Economics, University of Western Ontario, London Ontario.

EDUCATION

UNIVERSITY OF ALBERTA Department of Elementary Education: Applications are invited for the position of Chairman to administer and give leadership to a 45 member department. Doctorate essential. Effective date July 1, 1977. Applications should be submitted to Dear W.H. Worth, Faculty of Education, Edmonton, Alberta T6G 2G5. Deadline date for applications January 15, 1977.

MCGILL UNIVERSITY Faculty of Education: Applications are invited for an Assistant or Associate Professor in Vocational Education to assist in establishing work experience programs for vocational teachers. In addition, the successful candidate will be required to teach one or more professional courses. Candidates should have a Master's or Doctorate with major in Vocational Education or a related field. An industrial background and training in one of the technologies is highly desirable. Teaching experience at the secondary vocational level, college and/or university level preferred. Salary is competitive and commensurate with qualifications and experience. Effective date of appointment is January 1, 1977. Applications, with curriculum vitae and names of referees, should be sent to: Professor F. Jack Young, Vocational Department, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec H3A 1Y2.

MCGILL UNIVERSITY Department of Education: Applications are invited for an Assistant or Associate Professor in Business Education to plan, develop and teach undergraduate professional courses primarily in methods of teaching accounting, marketing, data processing or secretarial sciences. Candidates should have a Master's or Doctorate with major in Business Education and teaching experience at the secondary school level plus college and/or university level. Experience within the business fields of accounting, marketing or data processing would be an asset. Effective date of appointment is January 1, 1977. Salary is competitive and commensurate with qualifications and experience. Applications including a curriculum vitae and names of referees, should be sent to: Professor F. Jack Young, Vocational Department, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec H3A 1Y2.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Faculty of Education: Department of Curriculum and Instruction. Position of Art Education. Qualifications are doctorate or dissertation stage. Nature of duties: teach undergraduate courses in Art Education of Primary, Elementary, and Secondary Teacher Education Programs. Salary and rank to commensurate with qualifications and experience. Apply to Dr. Frank Riggs, Head, Department of Curriculum and Instruction, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Effective date of appointment is September 1, 1977. Deadline for applications is when position is filled.

UNIVERSITY OF REGINA Faculty of Education: Applications are invited for Assistant or Associate Professor of Educational Psychology. Qualifications required are doctorate in Educational Psychology or Counselling Psychology, teaching experience at University level and in public schools. Duties include graduate and undergraduate teaching in educational psychology and guidance and counselling courses. Supervision of student teachers and Master's level theses. Salary offered

negotiable according to qualifications and experience. Person to whom inquiries should be addressed to is Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. Effective date of appointment is January 1977 or as soon as possible. Closing date of receipt of applications is December 1, 1976.

UNIVERSITY OF REGINA Faculty of Education: Position of Associate Professor of Educational Administration. Qualifications required are doctorate in Educational Administration with teaching and supervisory experience at the public or high school level. Duties include graduate and undergraduate teaching in Educational administration, Administration, supervision of graduate students at the Master's level and participation in research activities in Educational Administration. Salary offered is negotiable according to qualifications and experience. Person to whom inquiries should be addressed to is Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. Effective date of Appointment is July 1, 1977, closing date for receipt of applications is December 31, 1976.

UNIVERSITY OF REGINA Faculty of Education: Position of Assistant or Associate Professor in Language Arts/Reading Education. Qualifications required are an academic background in the Language Arts area and teaching experience at the elementary level, including the teaching of reading. A doctorate or near doctorate preferred but consideration will be given to a master's degree. Nature of duties is teaching in Curriculum and Instruction classes in elementary Language Arts and Reading education. Some supervision of interns during their practicum included. Salary offered is negotiable according to qualifications and experience. All inquiries should be sent to Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. Effective date of appointment is July 1, 1977, and closing date for applications is January 30, 1977.

YORK UNIVERSITY Department of Education: Applications are invited for the position of Assistant or Associate Professor in Special Education (2 positions available, one still contingent on budget allocation). Appointment effective July 1, 1977. Ph. D. or Ed. D. required with preference given to those holding an Ontario teaching certificate. Responsibilities will include teaching at the undergraduate and diploma level and helping to develop an EDEXS graduate programme. Salary competitive. Applications should be addressed to Dean R.L. R. Overing, Faculty of Education, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

ELECTRICAL ENGINEERING

UNIVERSITY OF TORONTO Department of Electrical Engineering: An assistant or associate professor required not later than July 1, 1977, with an early appointment in January 1977, being a possibility. The position will involve undergraduate and graduate teaching, and research. Supervision of graduate work and research will be mainly in the area of control of systems engineering with emphasis on the interface of this specialty area with other specialties within the Department, the University and Industry in general. Demonstrated research competence in identification and stochastic control techniques is required. Preference will be given to candidates with doctorate degree who have had engineering experience. Applications with curriculum vitae should be addressed to: Professor K.C. Smith Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, M5S 1A4, Canada.

ENGLISH

UNIVERSITY OF ALBERTA Department of English: Applications are invited from suitably qualified WOMEN and MEN for one or more possible vacancies (subject to financing) at Assistant Professor or perhaps higher rank, commencing July 1, 1977. Ph.D. preferred, specialization in any area, but combinations of two or more of the following especially welcome: Canadian Literature, Children's Literature, Modern American Literature, History and development of the English language; teaching experience desirable; publication an asset. Rank minima (1976-1977): Assistant Professor \$16,587; Associate Professor \$21,543; Professor \$28,360. Applications, with, in the first instance, please, curriculum vitae, transcripts and names of three referees, to Dr. R.F. Anderson, Chairman, Department of English, University of Alberta, Edmonton, T6G 2E5, considered until position(s) are filled.

UNIVERSITY OF CALGARY Department of English: Applications are invited at the Assistant Professor level for a vacancy in the area of Children's Literature and Science Fiction, commencing July 1, 1977. Candidates should have completed a Ph.D. or its equivalent in an appropriate field and have had university teaching experience. Salary will be dependent on qualifications and experience, but the current scale, subject to revision for 1977-78, is \$15,630 - \$20,428. Application inclosing curriculum vitae and list of referees should be sent to: Dr. H. Dahlie; Head, Department of English, University of Calgary, Calgary, Alberta, Canada, T2N 1N4.

UNIVERSITY OF GUELPH Department of English: Position of Professor or Associate Professor to be Chairman of Department. Qualifications required are a strong academic record in teaching and productive scholarship. Duties include administering twenty-four member department with undergraduate and M.A. programs; participate in teaching. Salary according to rank and qualifications, plus administrative honorarium. Contact: Dr. T.W. Seetle, Dean, College of Arts, University of Guelph, Guelph, Ontario N1G 2W1. Effective date of appointment is July 1, 1977. Closing date for applications is January 15, 1977.

UNIVERSITY OF WESTERN ONTARIO Department of English. The following positions may be open July 1, 1977, depending upon the availability of funds: 1. Shakespeare and Fiction: a nine month leave-replacement position (September 1 to May 30, 1977-78) salary \$13,000; qualifications, Ph.D. or equivalent. 2. Nineteenth and Twentieth-Century American Literature: a nine month leave-replacement position (September 1 to May 30, 1977-78) salary \$13,000; qualifications, Ph.D. or equivalent. 3. Nineteenth and Twentieth-Century American Literature: a two-year limited term appointment, commencing July 1, 1977; salary \$16,000, qualifications, Ph.D. or equivalent. 4. Modern Drama: a two-year limited term appointment, commencing July 1, 1977; salary \$16,000; qualifications Ph.D. or equivalent and theatrical experience. Write to Professor T.J. Collins, Chairman, Department of English, the University of Western Ontario, London, Ontario, N6A 3K7. Deadline for applications: January 15, 1977.

FAMILY STUDIES

UNIVERSITY OF GUELPH Department of Family Studies: Head Teacher (including Assistant to-the-Director duties) for Laboratory Preschool. Minimum Qualifications: Master's Degree or equivalent in Child Study or Early Childhood Education, and relevant experience. Salary commensurate with qualifications and experiences. Appointment to commence January 15, 1977. Position open until filled. Apply to: Dr. R.M. Barham Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario.

FINE ARTS

UNIVERSITY OF BRITISH COLUMBIA Department of Fine Arts: Applications are invited for the following appointments to be made from 1 July 1977: 1) Assistant or Associate Professor, with specialization in 19th and/or 20th Century Art. Ph.D. required. 2) Assistant or Associate Professor, with specialization in Japanese Art. Ph.D. required. 3) One year visiting appointment, with specialization in 17th and 18th Century Art. Ph.D. or similar standing. Apply to Dr. George Knox, Professor and Head, Department of Fine Arts, University of British Columbia, 2075 Wesbrook Place, Vancouver, B.C. V6T 1W5, before 15 January, 1977.

UNIVERSITY OF GUELPH Department of Fine Art: Painter Senior position available, teaching foundation courses as well. Asset would be interest in other media. Persons with prior teaching and extended exhibition records are encouraged to apply. Salary and rank open. Send applications with curriculum vitae to Dr. T. Tritschler, Chairman, Department of Fine Art, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Appointment September 1977. Closing date for applications when filled.

UNIVERSITY OF WATERLOO Faculty of Fine Arts: Position of Lecturer, one year, definite term. Qualifications required Teaching: six half-courses including Fine 120, (intro design) Fine 324-325 (advanced drawing) Fine 226A (intagaglio printmaking). Contact Virgil Burnett, Fine Arts, University of Waterloo, Waterloo, Ontario. Effective date of appointment is 1 July, 1977.

GEOGRAPHY

BROCK UNIVERSITY Department of Geography: Applications are invited for two permanent posts in physical geography at the assistant or associate professor level. Rank and salary will be dependent on qualifications and experience. Position 1 is for a Geomorphologist, Position 2, for a Biogeographer. Preference will be given to candidates with applied interests in their fields. Applications, including curriculum vitae and the names of three referees, should be forwarded to: Dr. J. McNeil, Chairman, Department of Geography, Brock University, St. Catharines, Ontario, L2S 3A1, (416) 684-7201, from whom further information is available.

UNIVERSITY OF WATERLOO Department of Geography: Position of Assistant or Associate Professor. Qualifications required are Ph.D. Duties include teaching and research interest in both climatology and remote sensing. Salary: Assistant Professor \$15,900, Associate Professor \$20,600. Send inquiries to Professor G.R. McBoyle (Chairman), Department of Geography, University of Waterloo, Waterloo, Ontario. Effective date of appointment is 1st July, 1977. Closing date for receipt of applications is 31st December, 1976.

GEOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Geology: The Department of Geology invites applications for three full-time positions, effective 1 September 1977 (subject to the availability of funds). Salary and rank will be commensurate with the qualifications and experience of the successful candidates. Applicants should have proven teaching and/or research capability within one (or more) of the following combinations: (1) engineering geology, environmental geology, Pleistocene geology economic geology (including mineral resource management); (2) regional geology, structural geology, geochronology; (3) marine geology, clastic sedimentology. Duties will include undergraduate and graduate (M.Sc. and Ph.D.) instruction and supervision. Appointees will be expected to develop research interests within Newfoundland and Labrador. Applications (3 copies), which must include a detailed curriculum vitae and the names and addresses of three referees, should be sent by 31 January 1977 to Dr. D. Skevington, Head, Department of Geology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7.

UNIVERSITY OF WESTERN ONTARIO Department of Geology: A position at the assistant professor level for a geochemist as of July 1, 1977. The application must be a Ph.D. with experience in s-r-f and atomic absorption techniques of analysis and must have experience with mass spectrometers. Teaching duties will be in geochemistry and mineralogy. Applicants should send a curriculum vitae and the names of three referees to W.S. Fyfe, Chairman, Department of Geology, University of Western Ontario, London, Ontario, Canada, N6A 5B7. The closing date for applications is January 15, 1977.

HISTORY

MCMMASTER UNIVERSITY Faculty of Humanities: Applications are invited for a one-year replacement appointment at the Assistant or Associate professor level. Preference to candidate with Ph.D., publications and experience. For undergraduate instruction in American and Canadian history, probable graduate instruction in one of these two fields. Salary depends on experience: floor for assistant in 76-77 \$15,000, for associate \$20,000. Application, including curriculum vitae and the names of three referees, should be addressed to: Dr. Ezio Cappadocia, Department of History, McMaster University, Hamilton, Ontario L8S 4L9.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND REGIONAL COLLEGE AT CORNER BROOK Department of History: Position of Lecturer or Assistant Professor. Qualifications Ph.D. or near completion and substantial teaching experience. Duties include Canadian History. The position open is at the Regional College in Corner Brook where the first two years of University are taught. Emphasis is on excellence in teaching at the first and second year level. Salary according to rank and qualifications. Submit curriculum vitae and names of three references to J.A. Tague, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland,

A1C 5S7. Effective date of appointment September 1, 1977. Closing date for receipt of applications is when position is filled.

UNIVERSITY OF SASKATCHEWAN Department of History: Applications are invited for a position of Assistant Professor, Department of History, University of Saskatchewan, Saskatoon, in the field of Post-Confederation Western Canadian history. Preference will be given to Candidates with a specialization in one of urban, labour, Indian or agricultural history of western Canada. Ph.D. required. Send curriculum vitae and the names of three referees to Dr. Peter Beitenholz, Head, Department of History, University of Saskatchewan, not later than 14 January 1977. Salary: 1976-77 scale \$14,864 - \$19,321 (1976-77 salary scales are under arbitration). Appointment to become effective on 1 July, 1977.

UNIVERSITY OF VICTORIA Department of History: Subject to funding in each case the university is seeking applications for the following positions, effective July 1, 1977: Pre-Confederation Canadian History (1763-1867); Chinese History; For both appointments, Ph.D. is obligatory; rank and salary negotiable according to qualifications. Curriculum vitae and at least three letters of recommendations should be sent to Dr. W.T. Wooley, Acting Chairman, Department of History, University of Victoria, Victoria, B.C. by January 10, 1977.

UNIVERSITY OF WESTERN ONTARIO Department of History: Applications are being accepted for a one-year leave replacement in modern Western European history, preferably German or Italian, at the rank of Lecturer, subjects to sabbatical leave being granted and funds being available. Requirements are Ph.D. or near, teaching experience desirable. Send curriculum vitae, graduate transcripts and three letters of reference to J.N. Thompson, Chairman, Department of History, University of Western Ontario, London, Ontario N6A 5C2. Effective date of appointment is January 1, 1977.

UNIVERSITY OF WESTERN ONTARIO History Department: Applications are being accepted for a limited-term (1-2 years) appointment in 20th Century U.S. history at the rank of Lecturer, subject to funds being available. Qualifications are Ph.D. or near, teaching experience desirable. Send Curriculum vitae, graduate transcripts and three letters of reference to J.N. Thompson, Chairman, Department of History, University of Western Ontario, London, Ontario N6A 5C2. Effective date of appointment is January 1, 1977.

UNIVERSITY OF WESTERN ONTARIO Department of History: Applications are being accepted for a one-year replacement appointment in Mediaeval and Tudor Stuart history at the rank of Lecturer, subject to sabbatical being granted and funds being available. Qualifications are Ph.D. or near, teaching experience desirable. Send Curriculum vitae, graduate transcripts and three letters of reference to J.N. Thompson, Chairman, Department of History, University of Western Ontario, London, Ontario N6A 5C2. Effective date of appointment is January 1, 1977.

UNIVERSITY OF WESTERN ONTARIO History Department: Applications are being accepted for one or more limited-term (1-3 years) appointments in Canadian History at the rank of Lecturer, subject to funds being available. Qualifications are Ph.D. or near, teaching experience desirable. Send Curriculum vitae, graduate transcripts and three letters of reference to J.S. Thompson, Chairman, Department of History, University of Western Ontario, London, Ontario N6A 5C2. Effective date of appointment is January 1, 1977.

UNIVERSITY OF WINDSOR Department of History: Summer Programme — subject to budget approval three appointments to be made, rank according to qualifications. Those interested should be prepared to teach a course on one of the following — survey of Modern Europe, Great Britain, the United States or Latin America. Stipend per course (subject to alteration): Lecturer — \$1,800.00 Assistant Professor — \$2,000.00 Associate Professor — \$2,200.00 Professor — \$2,500.00. There is one possible opening in intersession (9 May - 24 June) and possibly two in summer school (4 July - 19 August). Applications to be sent not later than 10 January, 1977, should be sent to Dr. K.G. Pryke, Head, Department of History, University of Windsor, Windsor, Ontario N9B 3P4.

UNIVERSITY OF WINDSOR Department of History: Subject to budget approval, the Department of History at the University is

seeking applications for the following positions, effective 1st July, 1977. 1. Post-Confederation Canadian History (preferably Assistant Associate level). 2. Modern European 3. Canadian History — term appointment only. Ph.D. is preferred; rank and salary negotiable according to qualifications. Curriculum vitae and at least three letters of recommendation should be sent to: Dr. K.G. Pryke, Head, Department of History, University of Windsor, Windsor, Ontario by 10th January, 1977.

HOME ECONOMICS

UNIVERSITY OF ALBERTA Division of Family Studies-Faculty of Home Economics: Applications are being accepted for Assistant or Associate Professor, Consumer Studies. Ph.D. preferred. Duties included undergraduate instruction in consumer and management studies. Supervision of graduate students. Interest in developing the area of study within the Faculty essential. Current salaries 1976-77 floors, associate \$16,587.00; Associate \$21,543.00. Position available July 1st or September 1st, 1977. Deadline for applications is February 28, 1977. Wesley J. Adams, Ph.D., Acting Chairperson, Family Studies Division, Faculty of Home Economics, University of Alberta, Edmonton, Alberta T6G 2E2. (University of Alberta is an Equal Opportunity Employer.).

LAW

UNIVERSITY OF WESTERN ONTARIO Faculty of Law: Applications are invited for assistant, associate and full professor positions in the Faculty of Law for appointments to commence July 1, 1977. Applications should be addressed to Dean David L. Johnston, Faculty of Law, the University of Western Ontario, London, Ontario, N6A 3K7, and should contain a detailed curriculum vitae together with the names of three referees.

MATHEMATICS

CARLETON UNIVERSITY, Department of Mathematics: Applications are invited for a full-time faculty appointment, rank

open. Candidates should have a broad background in modern applied mathematics and computing science and an established record of active research and significant publications in some aspect of the mathematical theory of computation and computational complexity, optimization and numerical analysis. Appointment is contingent upon final budget approval. Applications, curriculum vitae and the names of three referees should be sent to: D.A. Dawson, Chairman, Department of Mathematics, Carleton University, Ottawa, Ontario K1S 5B6.

UNIVERSITY OF WINDSOR Department of Mathematics: We anticipate one or more positions commencing July, 1977. Ph.D. required. Duties to include teaching at undergraduate and graduate level, supervision of graduate students and research. Rank and salary dependent on qualifications. The first position is to be filled by a statistician with preference given to applied statistics. The successful candidate for this position should possess knowledge of several areas of statistics and probability and have a strong mathematics background. The field of specialty for second and subsequent positions is open. Arrange to have a resume and three letters of recommendation forwarded to the chairman, Department of Mathematics, University of Windsor, Windsor, Ontario, N9B 3P4 Canada. Deadline for submission February, 1977.

MEDICINE

UNIVERSITY OF BRITISH COLUMBIA Faculty of Medicine: Assistant Professor of Ophthalmology in the Department of Ophthalmology, University of British Columbia. The Department is looking for a full-time appointee qualified in Electrodiagnosis. The post will carry with it teaching and research functions as well as a service component in the Vancouver General Hospital. Applicants must have the Canadian Fellowship. Applications should be directed to Dr. Stephen M. Drance, 2550 Willow Street, Vancouver, Canada, V5Z 3N9, by the 28th of February, 1977, for appointment July 1st, 1977.

University of Guelph

DIRECTOR OF THE INSTITUTE OF COMPUTER SCIENCE

Applications are invited from suitably qualified persons who can assume responsibility for a central computing facility with a staff of approximately 100. The Institute provides computing services, including analysis and programming, for both the academic and administrative functions of a University with a student enrolment of 11,000. Applicants will preferably have the Ph.D. degree or a Master's degree plus considerable experience in a suitable area of computing. Managerial skills and the ability to coordinate both academic and administrative computing needs are important requirements. The appointee will also hold a faculty appointment in an academic department.

Applications, including the names of three independent referees, addressed to Dr. H.C. Clark, Vice-President Academic, University of Guelph, Guelph, Ontario should be submitted no later than 31 January 1977.

UNIVERSITY OF BRITISH COLUMBIA
Department of Paediatrics: The Faculty of Medicine of the University of British Columbia in Vancouver, Canada, is seeking a professor and head for the Department of Paediatrics. The appointee will be responsible for medical undergraduate and graduate education in the Department and for its program of research. The appointee will serve as head of the Department of Paediatrics at the Vancouver General Hospital, and Head of the Department of Paediatrics at the Children's Hospital, and will have administrative responsibilities in the operation of these hospitals. The appointee will coordinate the undergraduate and graduate participation of other affiliated institutions in the academic program. Salary will be according to qualifications and experience. Applications accompanied by a detailed curriculum vitae and the names of three persons for reference will be received by the Dean, Faculty of Medicine, University of British Columbia, Vancouver, B.C. Canada, V6T 1W5, until January 15, 1976.

MUSIC

UNIVERSITY OF ALBERTA **Department of Music:** Associate Professor of Music (both men and women invited to apply). Teaching responsibilities will centre around applied music (organ) subject knowledge in one or more of 16th century counterpoint, church music, and general theory/history useful. Doctorate or equivalent with substantial experience as teacher and performer required. Salary to be commensurate with qualifications (1976-77 floor, \$21,543.) Send applications with curriculum vitae and recent photograph to Dr. R.A. Strangeland, Chairman, Department of Music, The University of Alberta, Edmonton, Alberta, T6G 2C9. Three letters of reference to be sent directly by referees to Department Chairman. Date of appointment, July 1, 1977; applications welcome until position is filled.

UNIVERSITY OF BRITISH COLUMBIA
Department of Music: Position of Assistant or Associate Professor of Music (subject to funding). Qualifications are D.M.A. or equivalent substantial teaching and concertizing experience. Duties include teaching and performance of cello and chamber music. The person chosen for this position will be expected to play a substantial role in further development and expansion of the string programme. Salary is negotiable, according to qualifications and experience. Applications and inquiries should be sent to Professor Eugene N. Wilson, Department of Music, The University of British Columbia, Vancouver, B.C. Canada V6T 1W5. Effective date of appointment is July 1, 1977 and closing date for applications is February 15, 1977 or until position is filled. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

UNIVERSITY OF BRITISH COLUMBIA
Department of Music: Applications are being accepted for position of Assistant or Associate Professor of Music (subject to funding). Qualifications include Ph.D. D.M.A. or equivalent; substantial undergraduate and graduate teaching experience and a record of significant publications and compositions. Duties include undergraduate and graduate courses and seminars such as theory and analysis, history of theory, composition and thesis advising. Salary is negotiable, according to qualifications and experience. Send all applications to Professor Eugene N. Wilson, Department of Music, University of British Columbia, Vancouver, B.C. Canada, V6T 1W5. Appointment date is July 1, 1977. Closing date of applications is February 15, 1977 or until position is filled. Note: The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND **Department of Music:** Applications are invited for a faculty position in Violin. The successful applicant will be responsible for the private instruction of Music Degree students and for group instruction in related areas. Expertise in a secondary area is desirable. Rank and salary commensurate with experience and qualifications. Effective date of appointment, September 1, 1977. Competition closed March 1, 1977. Enquiries should be directed to Professor D.F. Cook, Head, Department of Music, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND **Department of Music:** Applications are invited for a faculty position in Piano. The successful applicant will

be responsible for the private instruction of Music Degree students and for group instruction in related areas. Expertise in a secondary area is desirable. Rank and salary commensurate with experience and qualifications. Effective date of appointment September 1, 1977. Competition closes March 1, 1977. Enquiries should be directed to Professor D.F. Cook, Head, Department of Music, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7.

QUEEN'S UNIVERSITY **Music Department:** Position of Lecturer or Assistant Professor of Music, with specialization in Music Education (elementary or secondary). Qualifications include Minimum of Master's degree; teaching experience. Duties include teaching music education courses in the B. Mus. program; to direct the university Coral Ensemble. Salary negotiable according to qualifications and experience. Appointment commencing September 1, 1977; nine or twelve month appointment replacing staff member on leave. Closing date for application is when position is filled. Applications, references and dossier of academic background and experience to be sent to Dr. F.R.D. Clarke, Acting head, Music Department, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

QUEEN'S UNIVERSITY **Music Department:** Position of Lecturer or Assistant Professor of Music, with specialization in Music History and Literature. Qualifications are minimum of Master's degree; Ph.D. preferred. Duties include to teach these undergraduate courses: one upper year course in Medieval and Renaissance music; one upper year course in Baroque music one survey for non-B.Mus. students. Salary negotiable according to qualifications and experience. Appointment commencing September 1, 1977; a nine month appointment replacing staff member on leave. Closing date for application is when position is filled. Application letter, references, and dossier of academic background and experience to be sent to Dr. F.R.D. Clarke, Acting Head, Music Department, Queen's University, Kingston, Ontario, Canada K7L 3N6.

NUCLEAR ENGINEERING

MCMASTER UNIVERSITY **Nuclear Engineering Faculty Position:** Applications are invited for the position of Assistant or Associate Professor of Engineering Physics. Candidates should possess a Ph.D. (Nuclear Engineering) or a doctorate in a related field. The candidate will be expected to teach at both the undergraduate and graduate levels in Nuclear Engineering and participate in the further development of research programs in Nuclear Materials, Reactor Engineering or Reactor Analysis. Date of appointment is 1 July, 1977. Resumé and list of three referees should be sent to Dr. B.K. Gar-side, Chairman, Department of Engineering Physics, McMaster University, Hamilton, Ontario, Canada L8S 4M1.

NURSING

QUEEN'S UNIVERSITY **School of Nursing:** Applications are invited for the position of Assistant or Associate Professor of Community Health Nursing in a basic University program enrolling approximately 200 students. A master's degree and expertise in practice are required. Preference given to candidates with graduate preparation and/or experience in Maternal Child Nursing. Teaching experience in a university program is desirable. Candidate must be eligible for registration in Ontario. Salary commensurate with qualifications. Apply in writing giving curriculum vitae — Dr. E. Jean M. Hill, Dean and Professor, School of Nursing, Queen's University, Summerhill, Kingston, Ontario K7L 3N6.

PATHOLOGY

UNIVERSITY OF GUELPH **Department of Pathology:** Position of Assistant Professor. Qualifications are D.V.M., Ph.D. preferably with certification in the American College of Veterinary Pathologists. Duties include undergraduate teaching and service work associated with the D.V.M. program. Also participation in the graduate and research programs. Salary according to qualifications. Apply to Chairman, Department of Pathology, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1. Effective date of appointment is July 1977. Closing date December 15, 1976.

PERSONNEL AND INDUSTRIAL RELATIONS

MCMASTER UNIVERSITY **Personnel and Industrial Relations:** Faculty position

at the rank of Full, Associate or Assistant Professor in the Personnel and Industrial Relations Area commencing July 1, 1977. Successful candidates will be expected to make a strong contribution to research in Industrial Relations and to teach graduate and undergraduate students in such subjects as organizational behaviour, personnel management and labour relations. Send curriculum vitae to: Dr. Roy J. Adams, Chairman, Personnel and Industrial Relations Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4.

PHILOSOPHY

DALHOUSIE UNIVERSITY. **Department of Philosophy:** Applications are invited for two positions at the Assistant or Associate Professor level. Specialization in philosophy of science or some area of history of philosophy preferred. Salary to be negotiated; positions are offered subject to availability of funds. Send curriculum vitae with names of three referees to Professor Robert M. Martin, Chairman, Philosophy Department, Dalhousie University, Nova Scotia B3H 3J5.

UNIVERSITY OF VICTORIA **Department of Political Philosophy:** Applications are invited for two positions in the following fields: 1. Political Philosophy 2. Comparative Politics: Western Europe (an additional specialization in International Politics and Canadian Studies would be an asset). Preference will be given to candidates at the Professorial or Senior Associate levels. In each case rank and salary will be commensurate with experience and qualifications. Appointments will be effective July 1, 1977. Applications (including the names of three referees) should be sent as soon as possible to: Dr. Neil A. Swainson, Acting Chairman, Department of Political Science, University of Victoria, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF VICTORIA **Department of Philosophy:** Applications are invited for the position of Assistant, Associate or Full Professor. Teaching and Research Experience (preferably with publications), and a Ph.D. or equivalent required. Areas of special competence should include one or both of Philosophy in/of Literature and Social Ethics. Current salary floors (under negotiation): Assistant Professor, \$16,850; Associate Professor, \$21,900; Full Professor \$26,950. Appointment to begin July 1, 1977. Please address letter of application, including curriculum vitae and names of three referees, to the Chairman, Professor K.W. Ranking, Philosophy Department, University of Victoria, Victoria B.C. V8W 2Y2. Closing date: when post are filled. The University of Victoria reserves the right not to fill this vacancy.

POLITICAL SCIENCE

CONCORDIA UNIVERSITY (Loyola Campus) **Department of Political Science:** Applications are invited for a senior appointment in the Department of Political Science. Candidates should be specialists in empirical theory and decision-making with an interest in Canadian urban politics or international relations. Effective date of the appointment will be June 1, 1977. Applications accompanied by a c.v. and the names of three (3) referees should be sent to: The Chairman, The department of Political Science, Concordia University (Loyola Campus), 7141 Sherbrooke St. West., Montreal, Quebec, H4B 1R6.

UNIVERSITY OF LETHBRIDGE **Department of Political Science:** Two positions at the Assistant Professor level effective July, 1977. (a) A continuing appointment in the general area of Canadian politics with some background in normative political theory or comparative politics. (2) A one-year terminal appointment in the general areas of political theory and Asian politics. Both positions carry the expectation of the Ph.D. or a near completion date. Duties include undergraduate teaching and research. Salary will be commensurate with experience and academic qualifications. Contact: Chairman, Department of Political Science, University of Lethbridge, Lethbridge, Alberta, T1K 3M4 Closing date — February 15 1977.

UNIVERSITY OF WESTERN ONTARIO **Department of Political Science:** Three limited term positions at the rank of Lecturer or Assistant Professor (depending on qualifications and experience). Qualifications are Ph.D. or near completion — teaching experience preferred. Duties include undergraduate teaching — preference will be given to candidates capable of teaching in at least two of the following areas: public administration, international relations, Canadian government and politics, methodology, and urban and regional politics. These appointments

may be subject to renewal. Salary commensurate with qualifications and experience. Contact: Dr. M.W. Westcott, Chairman, Department of Political Science, University of Western Ontario, London, Ontario, Canada N6A 5C2 Effective date of appointment is July 1, 1977. Closing date for receipt of applications is when the position is filled.

POULTRY AND ANIMAL SCIENCE

UNIVERSITY OF BRITISH COLUMBIA **Department of Poultry/Animal Science:** Position of Professor and Chairman. Requirements are Ph.D. in Poultry/Animal Science. Duties include demonstrated teaching, research and administrative ability. Knowledge of the Canadian Agriculture scene is highly desirable. Salary to commensurate with qualifications and experience. Send detailed curriculum vitae and the names and addresses of three references to Dr. W.D. Kitts, Dean, Faculty of Agricultural Sciences, University of British Columbia, 2075 Westbrook Mall, Vancouver, B.C. V6T 1W5. Effective date of appointment is July 1, 1977 or sooner. Closing date for applications is February 28, 1977. Applications received after this date will be considered only if the position has not been filled. The University of British Columbia offers equal opportunity of employment to qualified male and female candidates.

PSYCHOLOGY

UNIVERSITY OF BRITISH COLUMBIA **Department of Psychology:** "Available for 1977-78, depending upon budget allocations: Up to three senior positions, including one in developmental (Professor and Director of the Developmental Programme), and two with preference for human learning, cognition, social, developmental, human biopsychology, or spanning more than one of these areas. Two Assistant Professorships, one in social and on in clinical/community. Evidence of demonstrated research competence required for all positions; experience in field as well as laboratory research in appropriate areas is desirable. Salary negotiable. Two other positions may include part-time university appointments (rank open): director of research for regional prison hospital; psychologist for extended care hospital. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Please indicate position in which interested. Send curriculum vitae and names of 3 references to: Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, 2075 Westbrook Place, Vancouver, B.C. V6T 1W5.

CARLETON UNIVERSITY **Department of Psychology:** Applications are invited for a faculty position at the Assistant Professor level, commencing July 1, 1977. Preference given to applicants whose teaching/ research commitments could contribute to the department's undergraduate concentration in community psychology and/or to its graduate concentration in human neuropsychology. Applications are also invited for a one-year appointment at the Instructor level for the Introductory Psychology course, team-taught according to a modularized format. Positions are subject to budgetary provision. Applicants should send curriculum vitae, references, and a statement of long term teaching/ research priorities to Dr. William G. Webster, Recruitment Committee Chairman, Department of Psychology Carleton University, Ottawa, Ontario K1S 5B6.

UNIVERSITY OF GUELPH **Department of Psychology:** Applications are invited for a position in social psychology at the assistant professor level for September 1977. The applicant should have the following: 1. teaching skills for undergraduate courses in (a) introductory social, (b) social issues, (c) social interaction (2) teaching skills for graduate courses within a developing applied social program in at least one of the following areas (a) field research techniques, (b) program evaluation, (c) small group processes, (d) organisational psychology and (e) practicum supervision 3. an active research program with an applied focus in social psychology or community psychology. Applicants should send vita, the names of three references and copies of recent publications or unpublished reports to: Dr. M.L. Matthews, Appointments Officer, Department of Psychology, University of Guelph, Ontario N1G 2W1.

UNIVERSITY OF MANITOBA **Department of Educational Psychology,** Faculty of Education, The University of Manitoba, Doctorate in Special Education with

emphasis in mental retardation. Major responsibilities will include: a) developing a graduate program (Pre-Master's and Master's) for teachers of the moderately to severely retarded; b) establishing and supervising practicum placement; c) instructing in the field service program; d) establishing and maintaining liaison with existing professional groups and services; and e) advising graduate students. Existing programs are based on the concept of placement in the 'least restrictive environment'. Persons applying must have teaching and/or other related experiences with the mentally retarded. University experience considered an asset. Salary open, dependent on experience and qualifications. Starting date: July 1, 1977. Inquiries and credential to: Dr. Luran Sandals, Head, Department of Educational Psychology, Faculty of Education, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Dept of Psychology: Two positions: Assistant, Associate and/or Full Professors one in clinical, one in developmental. Applicants with research/teaching competence in a combination of the areas are encouraged to apply. Ph.D. with teaching and research experience required. Salary in accordance with rank. Apply to Dr. G.R. Skanes, Chairman, Department of Psychology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7.

UNIVERSITY OF WINDSOR Department of Psychology: (Clinical Child Psychologist) Applications are being accepted for one full-time academic position available starting July, 1977. (Ph. D. and internship required.) Rank and salary open (minimum \$16,000). Responsibilities include teaching undergraduate and graduate courses in developmental and clinical-child psychology and directing graduate research. Direct all inquiries to: Dr. Miriam E. Bunt, Head, Department of Psychology, University of Windsor, Windsor, Ontario Canada.

RELIGIOUS STUDIES

UNIVERSITY OF WINDSOR Religious Studies: Applications are invited for an appointment, July 1, 1977 or later. Senior rank preferred. Contemporary Christian Theology, preferably with competence in philosophy of religion or religion and social sciences. Undergraduate and graduate teaching. Salary dependent on rank and experience. Send Curriculum Vitae and 3 letters of recommendation to E.J. Crowley, Department of Religious Studies,

University of Windsor, Windsor, Ontario N9B 3P4.

RESEARCH IN HUMAN ABILITIES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Institute for Research in Human Abilities: Instructor in the diagnostic and remedial unit. Appointment will be for one year with the likelihood of renewal. Qualifications required are a minimum of a master's degree in the area of special education. Ph.D. completed or in progress preferable. Teaching experience particularly at the primary level essential. Duties include assisting the unit coordinator in assessment, and carry out remedial teaching in a clinical setting. Duties will also involve case work consultations advising parents, teachers, and demonstrating teaching techniques. Salary negotiable according to qualifications and experience. Direct inquiries to Dr. P.A. Jones, Director, Institute for Research in Human Abilities, Memorial University of Newfoundland, St. John's Newfoundland, Canada. Effective date of appointment January 1, 1977. Closing date for receipt of applications: December 15, 1976.

ROMANCE LANGUAGES

WILFRID LAURIER UNIVERSITY Department of Romance Languages: Position of Associate Professor, Peninsular Spanish Literature. Requirements are Ph. D. Native Speaker, with good teaching record and publications. Salary commensurate with qualifications. Please send applications to Dr. A.A. Borrás, Chairman, Department of Romance Languages, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Effective date of appointment is July, 1977.

SCIENCE

YORK UNIVERSITY Faculty of Science: Applications are invited for a position in the area of operations research. Duties will include the teaching and development of undergraduate courses in this area in the Applied Computational and Mathematical Science Programme of the Faculty of Science. Applicants should have teaching experience and a strong research background in either operations research or some other area of interest to the Faculty of Science. The appointment will commence with the 1977-78 academic year; the rank and salary are negotiable and dependent upon qualifications and experience. Please send vita, and the names of three referees to Dr. R.P. McEachran, Director of the Applied Computational and

Mathematical Science Programme, Faculty of Science, York University, Toronto, Ontario, Canada, M3J 1P3.

SOCIOLOGY

CONCORDIA UNIVERSITY Sir George Williams Campus Sociology: invites applications for potential appointments at the Assistant and/or Associate Professor level. Specialists needed include theory, methods, political sociology, collective behavior, family, law & society, formal organizations, communications. Bilingualism and knowledge of Canadian society will be assets. Ph.D. or ABD and evidence of ongoing research required. Apply to: H. Taylor Buckner, Chair, Sociology Department, Concordia University, 1455 de Maisonneuve West, Montreal, P.Q. H3G 1M8.

UNIVERSITY OF MANITOBA Department of Sociology: Applications are invited for one or more anticipated positions, effective July 1, 1977. Rank and specialization open. Ph.D. preferred. Salary dependent on qualifications and prior experience. Duties include teaching, supervising graduate students, and research in a thirty member department. Submit complete vita to Chairman. Selections Committee, Department of Sociology, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

MCGILL UNIVERSITY Department of Sociology: We are presently seeking candidates to fill a position in our Department, starting September 1st, 1977. Our area preferences and rank are open, but we are looking primarily for a person at the assistant professor level and very strongly prefer a Canadian or someone with considerable Canadian experience. Please have each candidate send his/her vita, 2 or 3 articles or papers, and letters from three referees to: Professor David N. Solomon — Chairman, Appointments Committee, Department of Sociology, McGill University, P.O. Box 6070, Station A, Montreal, Quebec, Canada H3C 3G1.

UNIVERSITE DE MONTREAL Department of Sociologie: Professeur plein temps. Department of Sociologie. Exigence: Ph.D. ou Doctorat 3e cycle ou Doctorat d'Etat. Faire parvenir, au plus tard le 3 décembre 1976, un curriculum vitae détaillé et la liste des publications à: Michel Brûlé, Directeur, Département de Sociologie, Université de Montréal, C.P. 6128 Montréal, Québec.

QUEEN'S UNIVERSITY Department of Sociology: Applications are invited for two senior positions, one visiting and one permanent, from candidates with substantial publications, research and teaching ex-

perience. Ability to teach theory at the graduate level is preferred. The positions are open for the 1977 academic year. Send curriculum vitae and names of referees to Dr. D.E.W. Holden, Chairman of Recruitment Committee, Department of Sociology, Queen's University, Kingston, Ontario Canada K7L 3N6.

SOCIAL SCIENCE

YORK UNIVERSITY Faculty of Social Science: Position available subject to funds. Rank open. Qualifications are Ph.D. degree, in the area of Urban Studies with training in urban economics or economic geography, with background in city or regional planning. Salary is negotiable. Applications must be made by January 15, 1977. To be sent to Lillian Lerman, Ross — S754, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3.

SOCIAL WELFARE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND School of Social Work: Senior Position, Associate or Full Professor. Qualifications are Ph.D. or D.S.W. desirable; substantial experience in teaching and practice; evidence of considerable research and scholarly activity. Primary responsibilities include: continued development of small M.S.W. programme emphasizing social policy, planning and administration; teaching and research. Applications should be received no later than January 31, 1977. Send vitae to: J. Victor Thompson, D.S.W., Director, School of Social Work, Memorial University of Newfoundland, St. John's, Newfoundland Canada A1C 5S7.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND School of Social Work: Qualifications: Ph.D. or D.S.W. preferred (M.S.W. will be considered). Extensive practice experience. Primary responsibilities include teaching social work practice in B.S.W. programme with strong rural and isolated communities thrust, field consultation. Salary negotiable, dependent on background and experience. Applications should be received no later than January 31, 1977. Send vitae to: J. Victor Thompson, D.S.W., Director School of Social Work, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7.

UNIVERSITY OF REGINA Faculty of Social Work: Teaching positions are available in a program emphasizing an extension continuing education studies approach to Social Work education. The faculty offers a B.S.W. and is introducing a Master's degree program. Curriculum and evaluative research opportunities. Visiting Professor appointment will be considered.

RÉPERTOIRE DES SCIENCES SOCIAL

SocScan

Y AVEZ-VOUS PARTICIPÉ?

Le Répertoire canadien des spécialistes des sciences sociales (SocScan) est maintenant en voie de réalisation. Ce système d'information sur ordinateurs permettra la localisation facile et économique de l'expertise en sciences sociales.

Durant le mois de novembre, le C.C.R.S.S. a fait parvenir un questionnaire à tous les spécialistes des sciences sociales au Canada. Les départements universitaires, centres de recherche, et autres organisations assureront la distribution de ces questionnaires. Le Conseil fera parvenir le questionnaire, par envoi individuel, aux spécialistes des sciences sociales qui n'auront pas été inclus dans ces envois collectifs.

Nous espérons que tous les spécialistes des sciences sociales, ayant obtenu au moins une maîtrise, répondront aux questionnaires pour ainsi assurer que des renseignements à leur sujet soient inclus dans cet important service.

Si vous n'avez pas reçu une copie du questionnaire d'ici la MI-DECEMBRE, veuillez en informer le C.C.R.S.S. On vous en fera parvenir une copie par retour du courrier.

VOTRE PARTICIPATION EST ESSENTIELLE AU SUCCÈS DU RÉPERTOIRE

SOCIAL SCIENCE DIRECTORY

SocScan

HAVE YOU PARTICIPATED?

The Canadian Directory Service of Social Scientists (SocScan) is now being implemented. It will be a computer based information system through which social science expertise in Canada can be located easily and economically.

During the Month of November, the S.S.R.C.C. distributed questionnaires to all social scientists in Canada, through university departments, research institutes and other organizations. Social scientists not included in these group mailings will receive the questionnaire through a series of individual mailings.

It is hoped that all social scientists, holding at least a Master's degree, will complete the questionnaire and thus make sure that this important service contain information about them.

If you have not received this questionnaire by MID-DECEMBER, Please contact the S.S.R.C.C. A copy will be sent to you by return mail.

YOUR PARTICIPATION IS VITAL TO THE SUCCESS OF THE DIRECTORY

Qualifications are advanced degree followed by professional preparation and/or appropriate experience and research. Some Canadian experience preferred. Salary range Assistant Professor: \$15,885 - \$23,031 Associate Professor \$20,848 - \$29,458 Date of appointment January 1, 1977. Send inquiries and applications to Dean Faculty of Social Work, University of Regina, Regina, Saskatchewan, Canada S4S 0A2.

UNIVERSITY OF VICTORIA School of Social Welfare: Applications are being accepted for two faculty to teach in the following curriculum areas: 1. Law and Social Services (in cooperation with the Faculty of Law). 2. Administration (in cooperation with the School of Public Administration). 3. Research. 4. The Community in Canada (in cooperation with the Departments of Sociology and Geography). Preference will be given to candidates who have both extensive experience in social work practice and a doctorate. Rank-Open Starting date July, 1977. Closing date: December 31, 1976. Send C.V. and names of 3 referees to: Dr. Brian Wharg, Director, School of Social Welfare, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

SPORTS ADMINISTRATION

LAURENTIAN UNIVERSITY Sports Administration: Laurentian University seeks to fill an appointment involving two-thirds of a teaching load in the Sports Administration Programme, and the teaching and coaching of hockey. The successful candidate will serve as coach of the Laurentian University Varsity Hockey Team. Salary and rank will be commensurate with experience and educational background. Preference will be given to bilingual candidates (English and French). The appointment is subject to budgetary approval. Applications and curriculum vitae should be sent to: The Chairman, Appointments and Promotions Committee, Division of Physical Education, Laurentian University, Sudbury, Ontario P3E 2C6.

STATISTICIAN

UNIVERSITY OF ALBERTA Statistician: One position available at assistant

professor level for July 1, 1977. Must have a Ph.D. in mathematics or statistics and a demonstrated capacity for teaching and research. A strong background in applied statistics will also be considered an asset. Send vitae to Professor M. Klamkin, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta. **UNIVERSITY OF CALGARY Statistics:** The Division of Statistics in the Department of Mathematics and Statistics has a vacancy for an Assistant or Associate Professor. Candidates should have a doctorate in either Probability or Statistics. Duties will include teaching research, and participation in the Statistical Consulting Laboratory. Current salaries, which are presently under review are: Assistant Professor \$16,630 to \$21,720 Associate Professor \$20,475 to \$28,505. Please send your vitae to E.G. Enns, Chairman of Statistics, Department of Mathematics & Statistics, University of Calgary, Calgary, T2N 1N4 Alberta.

VETERINARY PHARMACOLOGIST

UNIVERSITY OF GUELPH Veterinary Pharmacologist/Toxicologist Faculty: A contractually limited appointment is available immediately at a professional rank, dependent upon qualifications. Duties include undergraduate teaching in departmental courses in pharmacology, cellular pharmacology and toxicology to undergraduate veterinary medical students and undergraduate science students. Development of a graduate teaching and research program in aspects of the same discipline areas is expected. Requirements include the D.V.M. degree and advanced training to the Ph.D. level in veterinary toxicology and pharmacology. ABVT certification desirable. Application should be made to: Dr. H.G. Downie, Professor and Chairman, Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

ZOOLOGY

UNIVERSITY OF ALBERTA Department of Zoology: An appointment will be made to take effect 1 July, 1977, of an Assistant Professor, with interests in comparative

physiology. An interest in invertebrate animals is preferred, but all aspects of comparative physiology will be considered. The person appointed will be expected to participate in general and advanced teaching, and to establish a strong research program. The current salary range for an assistant Professor is \$16,587 - \$21,542 p.a. Deadline for receipt of applications will be 31 January 1977. There will also be the opportunity for one or more appointments as sessional lecturer to replace staff on study leave. Fields to be considered include invertebrate zoology, ecology, ornithology,

comparative physiology. Other interests will also be considered. The appointment will be from 1 September, 1977 to 30 June, 1978. The salary rate for Sessional Lecturers is from \$12,981 - \$16,586 p.a. The competition will close when suitable appointments have been made. Applicants for all positions should send a curriculum vitae, list of publications and the names of three referees to J.R. Nursall, Chairman, Department of Zoology, University of Alberta, Edmonton, Alberta, Canada 6GK 2E9.

Royal Ontario Museum

HEAD OF MUSEOLOGY DEPARTMENT

Applications are invited for the position of Head of the Museology Department of the Royal Ontario Museum. The Department function is to provide a Master's Degree Programme in conjunction with the School of Graduate Studies, University of Toronto. The successful candidate will be responsible for all aspects of administering the activities involved in the programme, including the selection of students, development of curriculum, teaching, and evaluation of assignments.

The salary is negotiable.

Please apply in writing, giving full details of qualifications to the Personnel Services Department, Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario M5S 2C6.

YORK UNIVERSITY Toronto, Ontario

DEAN of OSGOODE HALL LAW SCHOOL

Applications and recommendations are invited with respect to the position of Dean of Osgoode Hall Law School, for a five-year term commencing July 1, 1977. Communications should be directed to:

E. Bryson
Law Dean Search Committee
Room 008 Steacie
York University
4700 Keele Street
Downsview, Ontario

Applications will be received until January 15, 1977.

YORK UNIVERSITY ATKINSON COLLEGE

DEPARTMENT OF FINE ARTS

Invites applications for an appointment as Chairman in a Department offering Honours Programmes to part-time evening students in Visual Arts, Theatre, Music and Film with emphasis on historical and theoretical studies.

Candidates should:

- be well qualified in one of the above disciplines, preferably Film or Music
- be interested in curriculum planning
- have Ph.D. or equivalent
- have experience in teaching and some administrative work.

Members of the Department are cross-appointed to the Faculty of Fine Arts and the Chairmanship is for three years.

Rank and salary to commensurate with experience. Apply by January 15, 1977 to:

Professor Ross Stuart
Department of Fine Arts
Atkinson College, York University
4700 Keele Street
Downsview, Ontario.
M3J 2R7.

Tradition and change guarantee academic freedom in universities

A. Blackbourn

The defence of academic freedom is one of the most important functions of Faculty Associations at both local and national levels. Despite occasional complaints about academic licence replacing academic freedom, the defense of the faculty member's right to express his professional opinions, even when they are unpopular, has been sufficiently successful that few attempts are made to infringe the freedom of the individual faculty member. This happy situation may soon change.

In the Ontario provincial educational system, even popular senior officers of colleges may be subject to summary dismissal without a hearing, without reasons being given, and without any obvious malfeasance. Fortunately, public opinion seems to be in a mood to support individual freedom. We can expect challenges to the academic freedom of individuals to continue. We must maintain our traditional strong defence of all academic freedom cases.

A second type of attack on academic freedom is more insidious. The collective academic freedoms of the professoriate as a group, a community of scholars, has been under attack recently. Traditionally, Canadian universities have been self-governing communities of academics. Although they have no owners in the usual sense of the word they have been given Boards of Governors who act as the employer for legal purposes. Until recently, Boards of Governors and the provincial government were content to play a supervisory role, leaving the running of the universities to academics who were also administrators.

The collapse of the enrollment boom of the sixties and the ensuing financial crises have led both the provincial government and Boards of Governors to play a greater role in running the university. Inappropriate industrial criteria of efficiency have been applied. The catchy but almost meaningless "more scholar for the dollar" has disappeared but the tendency to view students as a product to be turned out with the minimum inputs of labour and capital remains. Quality control in a university is seen as less important than quality control in an automobile assembly plant. After all, no one will be stranded on the highway if a university graduate proves to be substandard.

The long run effects of such a policy are already apparent: unemployed or unemployable graduates, social rigidity (as a class system replaces a meritocracy) and a professoriate accustomed to following the directives of politicians who know nothing about universities beyond what they

remember from their student days twenty years earlier.

The great challenge that we face in the next few years is to defend our self governing traditions which date back to the origins of the earliest universities. These traditions of self government were formalized and made part of the official structure of Canadian university government in the wave of reforms following the Duff-Berdahl report ten years ago.

The spirit of the Duff-Berdahl report is now under attack from the purveyors of an "efficiency" learned in a totally different context. The term "management right" has cropped up on campus and has become a major issue in the Windsor secondary-school teachers lockout. It would be ironic if an obsolete industrial model of management which assumes that the employees are incapable of making any useful input into the organization for which they work became established at this or other universities. Such outside bodies as provincial Labour Relations Boards have shown themselves to be sensitive to the collegial tradition of university government, a tradition which differs from the factory model of industrial organization. Even private industry has recognized that the most appropriate style of management for creative enterprises is the collegial style of group consultation and decision making rather than the authoritarian style of the nineteenth century factory. Such pillars of the establishment as the Financial Post have commented favourably on European (especially German) systems of worker participation in management of all industry and contrasting the peaceful labour relations and high rate of economic growth of countries using worker participation in management with the troubled labour relations and low growth rates of those bastions of "management rights", Canada, Britain and Italy. The collegial system of decision making is not an inefficient relic of the past preserved in those last bastions of medievalism, the universities, but an efficient system which allows those with first hand knowledge of the workings of university to make decisions.

Certification has given us legal status and legal rights which we must use to entrench our collegial decision-making role. Our academic freedom will be threatened if decisions affecting our duties and responsibilities as academics are taken by non-academics who are not sensitive to, and may even be hostile, to academic values. Government and Governors have control over such things as salaries, building priorities and financing. We have to recognize their authority in these areas and negotiate

with them for our salaries. However, we must guard against allowing this financial control to extend to such academic matters as evaluation of research where preferences for applied and funded projects over theoretical or unfunded studies might be expected. We must guard against attempts to change departmental chairmen into "managers" who are not part of a self-governing "collegial" body of scholars. We must also guard against the danger that academic programmes will be evaluated solely on their financial viability rather than their academic value (this might not appear to be a serious problem, but it has arisen at community colleges and could arise at universities if the financial pressures were increased).

In short, we must defend the academic freedom to have academic decisions made on academic grounds by academics. Certification prevents a university from unilaterally changing conditions of employment.

Professor Blackbourn is the former President of the University of Windsor Faculty Association